DOCUMENT RESUME

ED 283 967 CE 047 631

AUTHOR	Dooney, Roy; Dunne, Paul
TITLE	Vocational Training in Ireland.
INSTITUTION	European Centre for the Development of Vocational Training, Berlin (West Germany).
REPORT NO	ISBN-92-825-6937-3
PUB DATE	Nov 85
NOTE	146p.
AVAILABLE FROM	European Community Information Service, 2100 M Street, NW, Suite 707, Washington, DC 20037 ($5.00).
PUB TYPE	Reports - Research/Technical (143)
EDRS PRICE	MF01/PC06 Plus Postage.
DESCRIPTORS	Academic Education; Agency Role; Agricultural Education; Apprenticeships; Comparative Education; Disabilities; Economics; Educational Finance; Educational History; *Educational Practices; *Educational Trends; Foreign Countries; Hospitality Occupations; Industrial Training; *Job Training; *Population Trends; Postsecondary Education; Prevocational Education; Secondary Education; Unemployment; *Vocational Education; Work Experience Programs; Youth Employment
IDENTIFIERS	*Ireland; Maritime Occupations

ABSTRACT

This monograph, one of a series of studies of vocational education in the countries of the European Communities, describes the vocational training system in Ireland. The study was compiled from existing statistics and descriptions, and most figures cited refer to 1984. The report is organized in eight chapters. Chapter 1 covers population, including current population figures, regional distribution, migration, population projections, employment and unemployment, youth unemployment, and school leavers and the labor market. Chapter 2 covers the economy of Ireland, and Chapter 3 discusses initial education and vocational training. Topics covered include the Irish education system; initial training; support for young people in youth employment, training, and work experience programs; apprenticeship; agricultural training; fisheries and maritime training; initial training in the hotel, catering, and tourism industries; and training for the professions. Continuing education and training are covered in Chapter 4, which includes training in industry, management training, training for unemployed adults, training by trade unions, and training for the disabled. Chapter 5 presents information on the historical evolution of vocational education and recent developments; responsibilities of manpower and employment institutions, vocational education and vocational training agencies, and other training agencies are covered in Chapter 6. Chapter 7 covers finance, and current trends are the topics of Chapter 8. A bibliography and addresses of some training institutions complete the report. (KC)

ED283967

CEDEFOP

Vocational training in Ireland

CE047631

This report was drawn up by

Roy Dooney
Dr Paul Dunne

on behalf of
CEDEFOP - European Centre for the Development of Vocational Training, Berlin 1985

Published by
European Centre for the Development of Vocational Training,
Bundesallee 22, **D-1000 Berlin 15**
Tel. (030) 88 41 20; Telex 184 163 eucen d; Telefax (030)88 41 22 22;

The centre was established by Regulation (EEC) No 337/75 of the Council of the European Communities

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☑ This document has been reproduced as received from the person or organization originating it.

☐ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

C Polti

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

BEST COPY AVAILABLE

Cataloguing data can be found at the end of this publication

Luxembourg: Office for Official Publications of the European Communities, 1987

ISBN 92-825-6937-3

Catalogue number: HX-46-86-880-EN-C

Reproduction is authorized, except for commercial purposes, provided the source is acknowledged.

Printed in Belgium

Dear Readers,

The best way of promoting cooperation among the Member States of the Community in the field of vocational training is by promoting understanding of the various training systems. CEDEFOP has deployed a large portion of its resources with a view to improving an exchange of such information, not only by publishing monographs such as this but also by organizing conferences and seminars, producing audiovisual material and publishing a series of studies and documentary dossiers.

This monograph is intended to serve as a frame of reference providing the reader with a maximum of information on many aspects of vocational training – the legislative framework, funding, historical development, etc. Our objective here is to present a "dynamic" description placing the questions encountered in the field of vocational training in their proper economic, social and cultural context within the Member State under review.

This monograph serves as a basic document for a wide range of activities at the Centre, for example the establishment of comparability between vocational qualifications or in-depth studies of certain important aspects in the development of initial and continuing vocational training.

The text of this description was prepared in consultation with the social partners, and we hope that we have thereby maintained a position of objectivity which respects the opinions expressed by all the parties involves, i.e. the representatives of the governments of the Member States and of the two sides of industry.

Our publications describing the vocational training systems in the various Member States are based on a single structure, an approach which facilitates the work of comparing and contrasting respective system elements wherever comparison is possible.

All the monographs are available in the original language and at least two other Community languages.

During the course of 1987 the Directorate of the Centre will develop proposals for a new version of the CEDEFOP Guide to take account of the fact, firstly, that training systems undergo a process of change and, secondly, that from 1 January 1986 the Community has two new Member States.

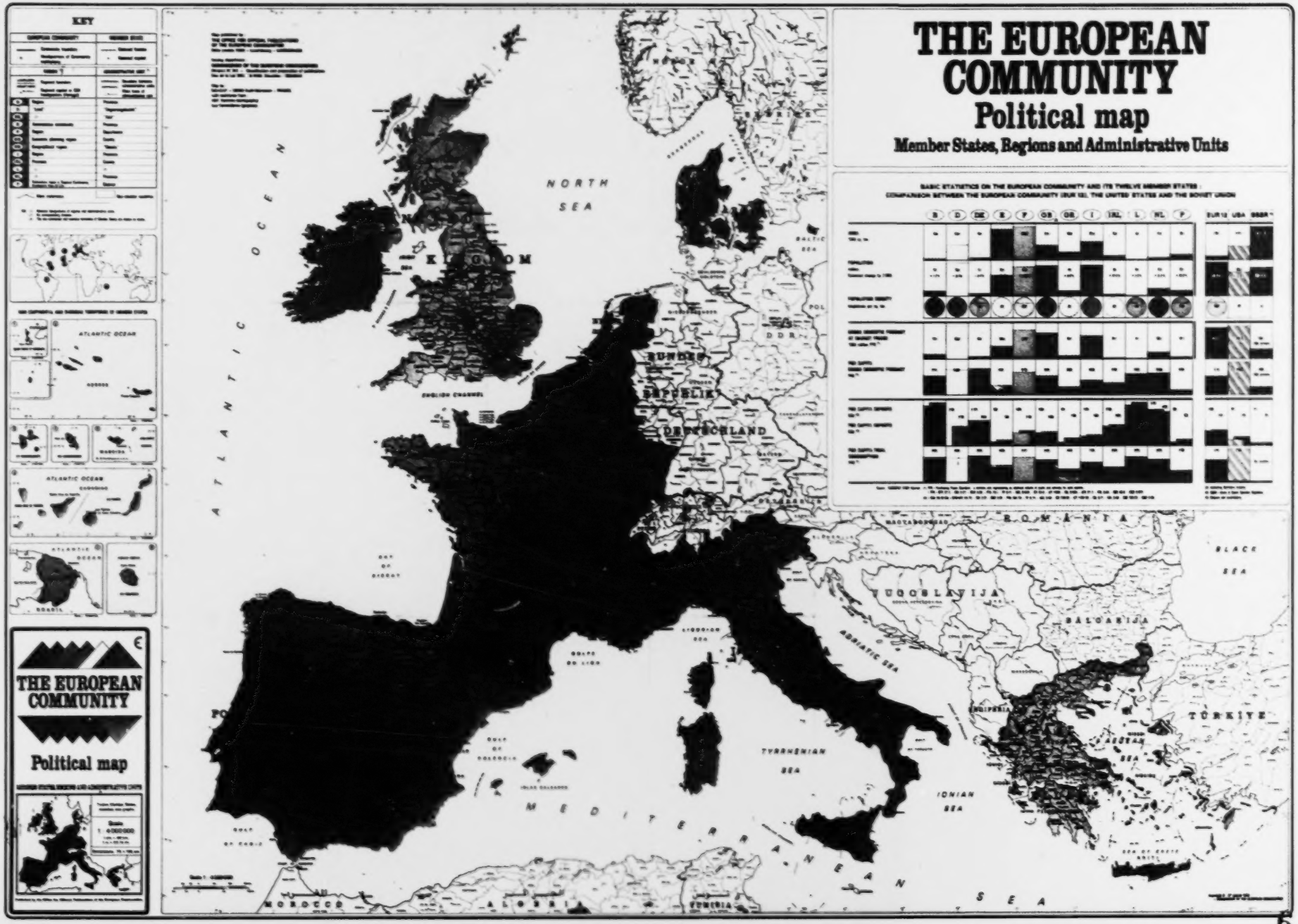
The Centre extends its thanks to the authors for their collaboration.

Ernst Piehl
(Director)

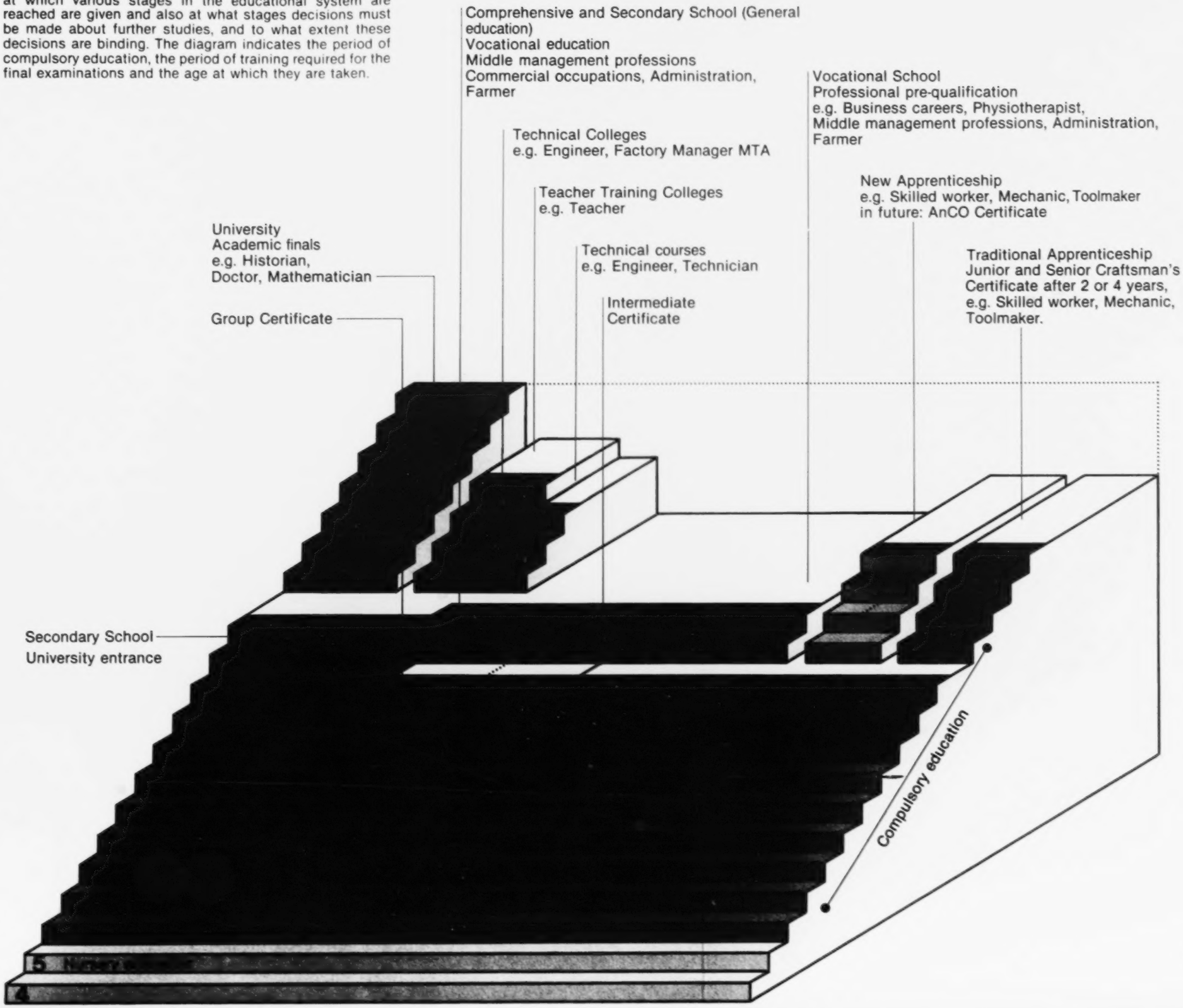
C. Politi
(Deputy Director)

Michael J. Adams
(Expert responsible for the project)

Georges Dupont
(Expert responsible for the project)

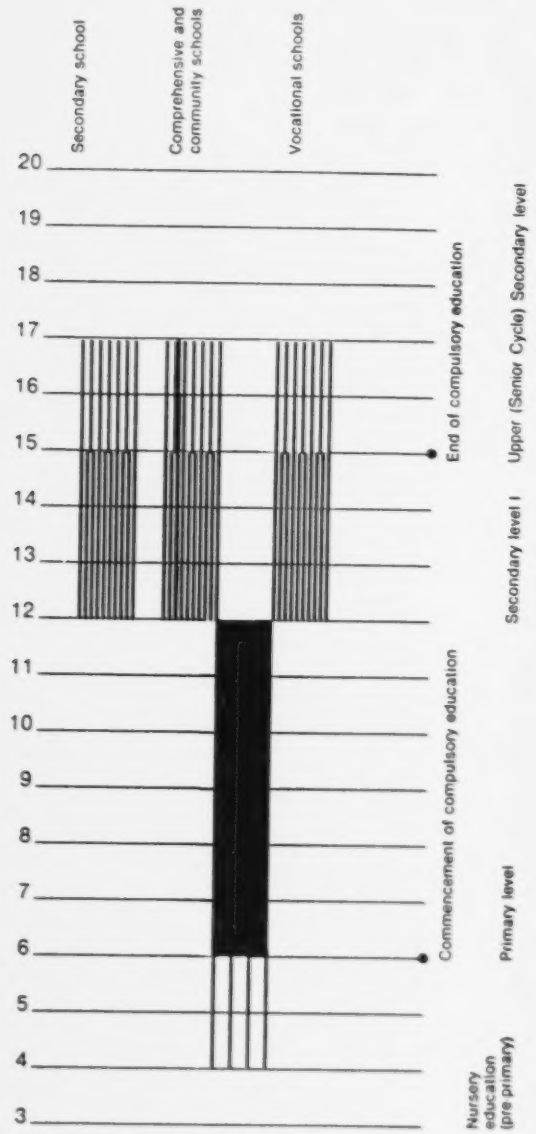

KEY
THE EUROPEAN COMMUNITY
Political map
THE EUROPEAN COMMUNITY
Political map
Member States, Regions and Administrative Units
NORTH SEA
ATLANTIC OCEAN
MEDITERRANEAN SEA
BLACK SEA
ROMANIA
JUGOSLAVIJA
BALGARIJA
TÜRKIYE
TYRRHENIAN SEA
IONIAN SEA
ADRIATIC SEA
DEUTSCHLAND
DDR
MOROCCO
ALGERIA
TUNISIA

This diagram illustrates the various routes which may be followed through the education system. The wide range of opportunities for vocational training are indicated, varying from the apprenticeship (top right) to the college. The ages at which various stages in the educational system are reached are given and also at what stages decisions must be made about further studies, and to what extent these decisions are binding. The diagram indicates the period of compulsory education, the period of training required for the final examinations and the age at which they are taken.

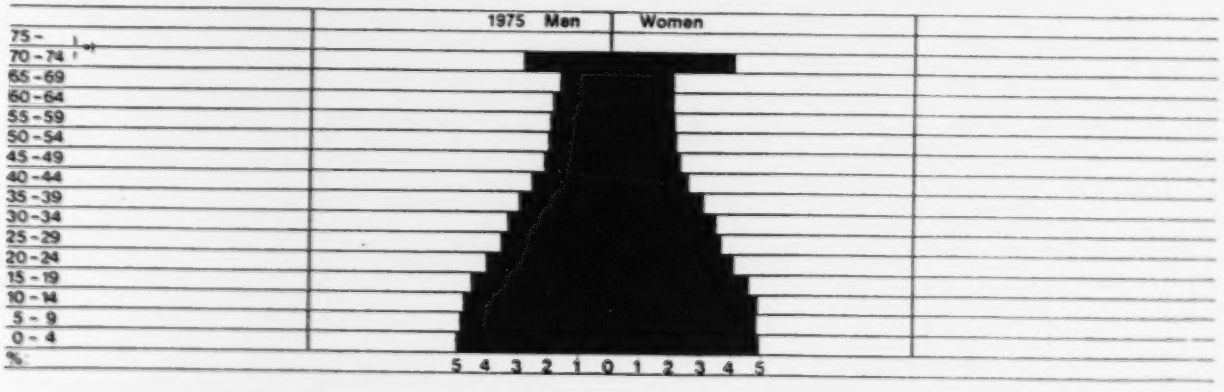


This survey shows which branches within the general system of education are available up to the commencement of vocational training. It allows comparisons to be made between the commencement, length and possibilities of choice in relation to the age in each case.

Educational paths



Age structure



*) Categories 70-74 and 75- have been combined in this table

Contents

INTRODUCTION i

LIST OF TABLES AND FIGURES ii

CHAPTER ONE - Population 1

Current population 2
Regional distribution of population 3
Migration 6
Population projections 7
Employment and unemployment 9
Youth unemployment 15
School leavers and the labour market 19

CHAPTER TWO - The economy 22

CHAPTER THREE - Initial education and vocational training 30

The Irish education system 31
Initial training 40
Support for young people in youth employment, training and work experience programmes 45
Apprenticeship 49
Agricultural training 53
Fisheries and maritime training 57
Initial training in the hotel, catering & tourism industries 60
Training for the professions 61

CHAPTER FOUR - Continuing education and training 63

Training in industry 64
Management training 66
Training for unemployed adults 68
Training by trade unions 71
Training for the disabled 73

CHAPTER FIVE - Historical evolution 78

Recent developments 83

CHAPTER SIX - Responsabilities 85

Manpower and employment institutions 86
Principal agencies involved in vocational training 88
Principal agencies involved in vocational education 95
Other agencies and organizations which provide training in specific areas 100

CHAPTER SEVEN - Finance 103

CHAPTER EIGHT - Trends 116

BIBLIOGRAPHY 126

ADDRESSES 129

INTRODUCTION

This study describing the vocational training system in Ireland was drawn up at the request of CEDEFOP - The European Centre for the Development of Vocational Training to update an earlier description of the vocational training system in Ireland published by CEDEFOP in 1980.

The study was compiled from existing statistics and descriptions and most figures cited refer to 1984. Chapter seven of the study dealing with the financing of vocational training is mainly based on a 1984 report by Candy Murphy of AnCO's Planning, Research and Development Division prepared for CEDEFOP on State funding of vocational education and training in Ireland.

Special thanks are due to Sheena Stewart who had to cope with typing the several drafts and many changes to this report.

Roy Dooney
Dr Paul Dunne
Planning, Research and
Development Division
November 1985.

LIST OF TABLES

		Page
1.	Population by Five-Year Age Group 1981.	2
2.	Age Structure of the Population of the EEC Member States 1981.	3
3.	Estimated Population in Different Planning Regions, 1981 and 1983.	4
4.	Estimated Population Aged 15 and over classified by principal economic status, sex and region.	5
5.	Estimated net Migration by selected Age Group and Sex 1966-76.	7
6.	Population Projections.	8
7.	Employment and Unemployment 1981-84.	10
8.	Regional Unemployment 1981-84.	11
9.	Changes in Sectoral Employment 1961-71, 1971-81.	12
10.	Employment, Unemployment, and the Labour Force: 1983, 1984, 1987.	13
11.	Projected Employment, Output and Productivity Growth 1984-87.	14
12.	Proportion of Long-Term Unemployed (12 months and over) in total unemployment 1980-84.	14
13.	Registered Unemployment, December 1981 - December 1984.	15
14.	Regional Youth Unemployment 1982-1984.	16
15.	Youth Unemployment Rates in various regions.	16
16.	Registered Unemployed, Classified by Age and Duration of Unemployment October 1981-84.	17
17.	Percentage of young people in employment, unemployment and other categories, 1983.	18
18.	Economic Status of School leavers one year after leaving school.	20

		Page
19.	Economic Status of all leavers, classified by the level at which they left school - 1983 and 1984.	20
20.	Industries in which school leavers with full time jobs were employed - 1983 and 1984.	21
21.	Breakdown of 2nd Level students by sector, 1978 and 1981.	33
22.	Full-time students in third-level education 1982-83.	39
23.	Allocation of Youth Employment Levy Funds 1984.	109
24.	Expenditure on vocational education and training 1977, 1982, 1983.	110
25.	Source of Training Funds 1977, 1982, 1983.	112
26.	Age analysis of Training Expenditure.	113
27.	Training Expenditure by Sector compared to employment by Sector.	115

LIST OF FIGURES

1.	Employment and Unemployment, 1979 and 1983.	12
2.	Allocating Role of the Department of Labour.	108
3.	Allocating Role of the Department of Education.	109

CHAPTER ONE

POPULATION

Continuous population growth has only been a feature of Irish demography since 1961 and from 1926 to 1961 the population fell, mostly due to emigration, from 2.97 million to 2.81 million.

Current Population

The total population of the Republic of Ireland as measured by the 1981 Census is 3,443,405 compared with 3,368,217 in 1979 and 2,978,248 in 1971. This represents an increase over the ten year period 1971 - 1981 of 15.6%, or roughly 1.5% per year - four times the EEC average. It is also almost three times the rate of growth for the ten year period 1961-71 which was 5.7%. At each Census to date there have been slightly more males than females in the population. Since the 1961 Census the ratio has been more or less stable at 990 females per 1000 males.

Table 1
Population by Five-Year Age Group 1981
(000)

Age Group	Males	Females	Persons	% of Total
0 - 4	181.0	172.0	353.0	10
5 - 9	179.1	170.4	349.5	10
10 - 14	175.3	166.0	341.3	10
15 - 19	166.7	159.7	326.4	10
20 - 24	140.4	135.7	276.1	8
25 - 29	124.4	121.7	346.1	7
30 - 34	118.3	113.7	232.0	7
35 - 39	99.3	94.5	193.8	6
40 - 44	85.3	80.6	165.9	5
45 - 49	77.8	74.0	151.8	4
50 - 54	75.3	74.3	149.6	4
55 - 59	73.3	76.3	149.6	4
60 - 64	68.0	71.3	139.3	4
65+	165.2	203.8	369.0	11
	1,729.4	1,714.0	3,443.4	100

Source = Census of Population, 1981.

Ireland now has an exceptionally large youth population. Some 48% of the people in the country are under 25, in comparison with a European average of 36%. There is also a changing composition within the younger age groups. The proportion of the population aged 14 and under has fallen slightly from 31% in 1961 to 30% in 1981, and the increase has taken place in the 15 - 24 age group which now accounts for 18% of the population, compared with 14% in 1961.

Source: Census of Population, CSO

Table 2

Age Structure of the Population of the EEC Member States 1981

(by percentage)

	Percentage Aged			
Country	0-14 years	15-44 years	45-64 years	65 years +
Belgium	20.0	42.8	22.8	14.4
Denmark	20.3	43.9	21.3	14.5
France	22.1	43.0	21.2	13.7
Germany	17.5	44.7	22.5	15.3
Greece	22.4	40.9	23.5	13.2
Ireland	30.1	42.1	17.2	10.6
Italy	21.4	42.4	22.6	13.6
Luxembourg	18.6	44.9	22.9	13.6
Netherlands	21.8	46.7	19.9	11.6
U.K.	20.6	41.9	22.4	15.1

Source: Demographic Statistics 1981, Eurostat 1983.

Regional Distribution of Population

In 1926, 67% of the population lived in rural and 33% in urban areas.

By 1951 these relative figures were 57% and 43% and in 1966 the turning point in the urban/rural breakdown was reached so that by 1981 56% of the population lived in urban areas (those with a population of 1500 or more) and 44% in rural areas. Table 4 details the principal economic status of the population aged over 15 years by region and sex.

Table 3

Estimated Population in Different Planning Regions, 1981 and 1983

	Persons (000)		Annual Average Change	
Region	1981	1983	000	%
East	1,290.2	1,315.9	12.9	1.0
South West	525.2	540.2	7.5	1.4
South East	374.6	382.9	4.2	1.1
North East	193.6	188.2	-2.7	-1.4
Mid West	308.2	305.6	-1.3	-0.4
Midlands	256.7	262.9	3.1	1.2
West	286.8	297.3	5.3	1.8
North West and Donegal	208.2	214.8	3.3	1.6
TOTAL	3,443.4	3,507.9	32.3	0.9

Source: 1983 Labour Force Survey

Table 4

ESTIMATED POPULATION AGED 15 YEARS AND OVER CLASSIFIED BY PRINCIPAL ECONOMIC STATUS, SEX AND REGION

Principal Economic Status	Region										
	Dublin	Rest of East	East	South-West	South-East	North-East	Mid-West	Midlands	West	North-West and Donegal	Total
	000										
At work											
Male	223.3	64.9	288.3	123.0	85.6	43.3	66.4	61.5	68.4	42.7	779.1
Female	127.8	25.4	153.2	48.0	32.1	17.2	29.1	19.9	28.2	18.4	346.2
Total	351.1	90.3	441.4	170.9	117.7	60.4	95.6	81.4	96.6	61.2	1,125.3
Unemployed, of which:											
- having lost or given up previous job											
Male	37.9	10.0	47.9	17.7	14.2	6.5	11.8	6.6	7.7	10.8	123.3
Female	13.4	2.1	15.5	4.3	3.1	1.4	2.1	1.5	2.0	2.0	31.9
Total	51.3	12.1	63.4	22.0	17.4	7.9	14.0	8.1	9.7	12.7	155.2
- looking for first regular job											
Male	5.3	1.2	6.5	2.6	1.8	.8	1.3	1.1	1.5	1.8	17.3
Female	3.6	.9	4.4	1.6	1.2	.8	.9	.7	.7	.7	11.1
Total	8.9	2.1	11.0	4.2	3.0	1.6	2.2	1.8	2.2	2.5	28.4
Total in labour force*											
Male	266.5	76.2	342.7	143.3	101.6	50.5	79.6	69.2	77.6	55.3	919.7
Female	144.7	28.4	173.1	53.9	36.4	19.4	32.2	22.1	30.9	21.1	389.2
Total	411.3	104.5	515.8	197.2	138.1	69.9	111.8	91.3	108.5	76.4	1,308.9
Student											
Male	37.9	8.0	45.9	18.4	10.3	4.9	8.3	7.1	9.6	5.8	110.3
Female	36.3	8.2	44.6	17.3	11.4	5.4	10.4	8.6	10.0	5.3	112.9
Total	74.2	16.3	90.5	35.7	21.7	10.3	18.6	15.7	19.7	11.1	223.2
On home duties											
Male	1.1	.5	1.7	.4	.3	.2	.3	.3	.5	.3	4.0
Female	179.0	53.7	232.8	105.3	73.8	36.1	58.5	51.1	55.7	38.6	651.9
Total	180.2	54.3	234.4	105.7	74.1	36.3	58.8	51.4	56.2	38.9	655.9
Retired											
Male	31.1	9.6	40.7	26.4	16.0	7.8	13.2	11.9	13.1	11.6	140.6
Female	16.9	3.1	20.0	8.0	5.0	2.8	2.9	3.4	4.4	3.5	50.0
Total	48.0	12.6	60.7	34.4	20.9	10.6	16.1	15.4	17.5	15.1	190.6
Unable to work owing to permanent sickness or disability											
Male	11.2	2.4	13.6	5.9	5.1	2.9	2.8	3.6	5.3	4.7	43.8
Female	13.3	1.4	14.7	3.5	2.3	.8	.9	1.6	2.2	2.3	28.3
Total	24.5	3.8	28.3	9.4	7.3	3.7	3.8	5.1	7.5	7.0	72.1
Other											
Male	1.2	.1	1.3	.3	.4	-	.0	.4	.2	.0	2.6
Female	.3	.1	.5	.1	.5	-	.0	.3	.0	.0	1.4
Total	1.5	.3	1.8	.3	.9	-	.0	.7	.3	.0	4.0
Total not in labour force											
Male	82.4	20.7	103.1	51.3	32.0	15.8	24.6	23.3	28.8	22.5	301.4
Female	246.0	66.6	312.5	134.2	92.9	45.1	72.7	65.0	72.4	49.6	844.4
Total	328.4	87.3	415.6	185.5	124.9	60.9	97.3	88.3	101.1	72.1	1,145.8
Total											
Male	349.0	96.9	445.8	194.5	133.7	66.3	104.1	92.5	106.3	77.7	1,221.1
Female	390.7	94.9	485.6	188.1	129.3	64.5	104.9	87.1	103.3	70.8	1,233.6
Total	739.6	191.8	931.4	382.7	263.0	130.8	209.1	179.6	209.6	148.5	2,454.7

* Including persons looking for first regular job

Source: CSO Labour Force Survey, 1983.

Migration

The period 1971 - 81 saw, for the first time in over a century, a reversal of the trend of net emigration with the population increase exceeding the natural increase, i.e. births minus deaths by 104,000. Notably, however, the two year period 1979-81 was one in which population increase fell short of natural increase by 5,000 and the Central Statistics Office's estimates of total population and the rate of natural increase imply net emigration of 11,000 in the period April 1981 to April 1983. Although this is a relatively short period, it does seem that the figures may represent a reversal of recent migration trends. In any case, it is significant that even in the 1970's - a time of overall net immigration - there was continuing net emigration in the 15-24 age groups, although at lower rates than previously. Also, the changes since 1979 referred to above may reflect, not an increase in the outflow of young people, but a reduction in the previously high inflows of older workers and their families. Generally speaking, emigration among young people no longer appears to have the same degree of permanence as it once did. The table below indicates the changing pattern of migration among 15-29 year olds in the years 1966-1976. While emigration continued at reduced levels among the 15-19 and 20-24 year olds, there was a swing from net emigration of 11,600 in 1966-71 to net immigration of 10,900 in 1971 - 76 among the 25-29 year olds. It seems that many young people now want to travel for a few years, or work abroad and save before settling down at home. The change in the traditional pattern of migration in the 1960's and 1970's with more young adults staying in the country, thus increasing the birth-rate, and Irish emigrants returning with their young families are major factors in creating Ireland's exceptionally large youth population.

Table 5

Estimated net Migration by Selected Age-Group and Sex 1966-76

'000 net

Age Group	Males		Females		Total	
at End Period	1966-71	1971-76	1966-71	1971-76	1966-71	1971-76
15 - 19	-8.5	-3.1	-8.7	-3.9	-17.2	-7.0
20 - 24	-22.7	-5.7	-20.5	-5.2	-43.2	-10.9
25 - 29	-6.5	5.8	-5.1	-5.1	-11.6	10.9

Source: National Youth Policy Committee Final Report.

Population Projections

In recent years formulating projections of the Irish population has been particularly difficult in view of the volatile and rapidly changing nature of some of the important components, particularly external migration and fertility. The table below project the population according to age for 1986 and 1991 giving figures based on three migration assumptions:

Assumption i involves a net outflow of 10,000 per year over the 1981/86 period with a more substantial population net loss of 12,000 per year between 1986 and 1991. Thus over the whole decade 1981-1991 net emigration would be 110,000.

Assumption ii assumes a net outflow of 4,000 per year between 1981 and 1986, and 7,000 annually over the 1986/91 period. Over the full decade the net population loss would be 55,000.

Assumption iii assumes overall zero net migration for 1981/86 with a subsequent small overall net outflow of 1600 per year between 1986 and 1991.

Table 6

Population Projections

Age	1971		1981	1986	1991	Migration Assumptions
		'000		1066	1060	1
0-14	931		1038	1074	1071	11
				1079	1083	111
				596	590	1
15-24	483		608	608	619	11
				624	643	111
				942	1019	1
25-44	626		839	953	1041	11
				955	1058	111
				594	629	1
45-64	608		590	594	629	11
				595	629	111
				381	393	1
				381	393	11
65+	330		368	381	393	111
				3579	3691	1
				3611	3751	11
TOTAL	2978		3,443	3633	3806	111

Source: Employment and Unemployment Policy for Ireland, ESRI, 1984.

It appears most plausible to regard the second set of assumptions as 'most likely' and this represents an annual average increase of 34,000 between 1981 and 1986 and of 28,000 in the five years after 1986. These are considerably lower rates of increase than those experienced during the 1970's when the annual average population growth was of the order of 47,000. There will be significantly slower growth in the 15-24 population arising from increased net emigration and from a stabilisation of population age flows. During the 1980's the growth population bulge which built up gradually during the 1960's and 1970's will have aged and consequently the really substantial increase will take place in the 25-44 age group. On the basis of the assumptions made this will increase by some 200,000 (nearly 25%) between 1981 and 1991. The changes envisaged for the older age groups during the 1980's are not very substantial.

EMPLOYMENT AND UNEMPLOYMENT

Between April 1983 and April 1984, employment is estimated to have fallen by 10,000, from 1,125,000 to 1,115,000. This was the fourth successive year in which employment had fallen since reaching a peak of 1,156,000 at mid-April 1980. With the continued rapid growth in the labour force, outlined earlier the numbers out of work increased by 25,000 or 14% over the twelve-month period, compared to a rate of increase of 24% in the period 1982-1983.

A particularly sharp decline occurred in industrial employment. This, combined with a continuation of the fall in agricultural employment, was only partially off-set by an increase in the number of people at work in the services sector. The main changes between April 1983 and April 1984, with comparable data for the previous

year, are summarised below in Table 7.

Available indicators suggest that the decline in employment continued into the later part of 1984 albeit at a slower rate.

Table 7

Employment and Unemployment 1981 - 1984

Thousands

	April 1981	April 1982	April 1983	April 1984	Change 1983 - 84
At Work-					
Agriculture	196	193	189	186	-3
Industry	363	355	331	320	-11
Services	587	600	605	609	+4
Total	1,146	1,148	1,125	1,115*	-10
Out of Work	126	148	184	209	+25
Total Labour Force	1,272	1,296	1,309	1,324	+15

* Includes 3,000 on Enterprise Allowance Scheme

Source: Economic Review and Outlook, Summer 1984 (for 1981, 1982, 1983 figures). Estimates for 1984 are from 'Building on Reality 1985-87'.

Registered Unemployment

Registered unemployment rose by 8% during 1984, to reach 225,400 at the end of December, as compared with 208,000 at December 1983. This compares with an increase of 16% in the preceding 12 months.

Changes in the regional totals are shown below. In most regions unemployment rose much less rapidly than in the previous year. The major exceptions to this development were the east region and to a lesser extent the west. The east, which accounts for nearly 40% of the unemployed, experienced a considerable reduction in its rate of increase of registrants from 24% in 1983 to 8% in 1984.

Table 8

Regional Unemployment 1981-84

Numbers

Region	Dec. 1981	Dec. 1982	Dec. 1983	Dec. 1984	% Change 1983-84
East	49,400	64,200	79,400	85,700	+8
North East	8,500	10,500	11,700	12,500	+7
North West/ Donegal	12,200	13,800	15,100	15,500	+3
West	14,000	16,500	17,700	19,200	+8
Mid-West	11,700	15,700	17,600	19,000	+8
South-West	21,300	27,600	32,300	35,100	+9
South-East	15,400	20,400	21,800	24,500	+12
Midlands	8,600	11,100	12,400	13,900	+12
Total	141,100	179,900	208,000	225,400	+8

Source: CSO Monthly Live Register Statement

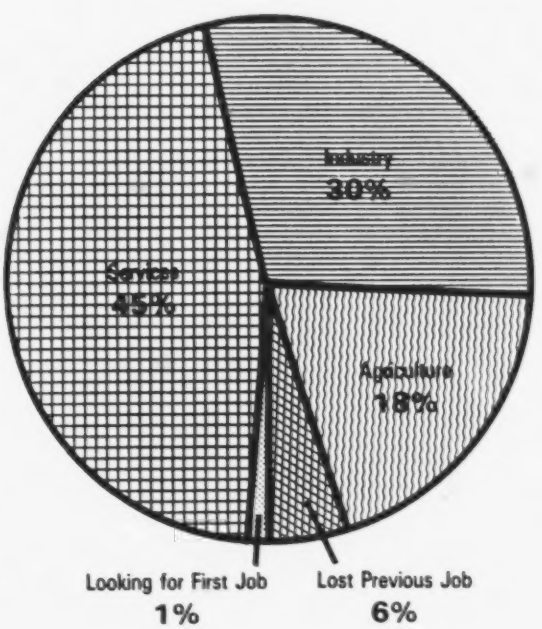
Table 9 below details the changes in sectoral employment between 1961 1971, and 1971-1981. Figure 18 shows employment and unemployment figures for 1979 and 1983. Tables 10 and 11 overleaf show the more recent changes that have taken place in sectoral employment together with the targets for 1987 contained in the Government's National Plan published in 1984.

Table 9

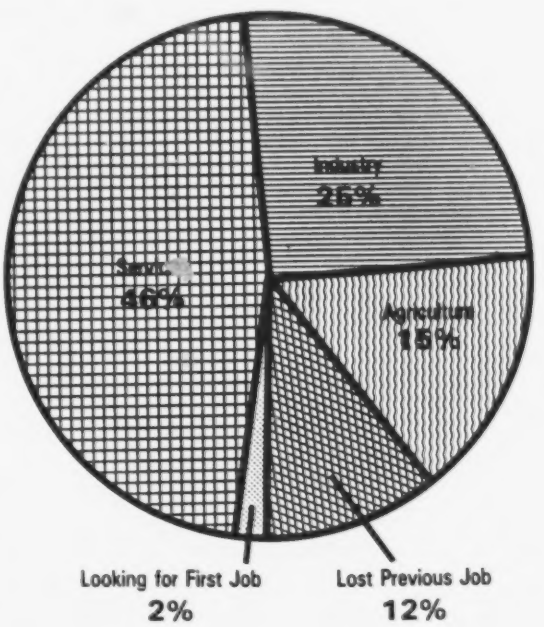
Changes in sectoral employment 1961/1971, 1971/1981

Sector	Change 1961/1971		Change 1971/1981	
	'000	%	'000	%
Agriculture	-102.0	-28.3	-57.1	-22.1
Manufacturing	+41.1	+21.2	+27.6	+11.7
Building, etc.	+24.4	+42.1	+14.6	+17.7
Services	+49.1	+12.1	+135.7	+30.0
Public Sector	+32.7	+27.8	+84.7	+56.3
Other Services	+16.4	+5.7	+51.0	+16.8
TOTAL	+12.5	+1.2	+120.8	+11.7

Sources: As in Table 1.5.



1979
Total Labour Force
1,233,000



1983
Total Labour Force
1,309,000

Table 10

Employment, Unemployment and the Labour Force: 1983, 1984 - 87

	April 1983	April 1984	April 1987
	(000)	(000)	(000)
Agriculture	189	186	177
Industry	331	320	344
- Manufacturing	220	214	227
- Building and Construction	86	82	83
- Other	25	24	24
Services	605	606	623
- Private Sector	355(E)	358	380
- Public Sector	250(E)	248	243
Total Above	1125	1112	1134
Special Schemes	n.a.	3	2
Total	1125	1115	1159
Labour Force	1309	1324	1369
Unemployment	184	209	210
(Unemployment %)	14.1	15.8	15.3
- Excluding Special Schemes -			
Non-Agricultural	936	926	957
Private Non-Agricultural	686	678	714
Unemployment	184	212	235
Unemployment (%)	14.1	16.0	17.2

(E): Estimates

Source: Economic Review and Outlook, Summer 1984, Building on Reality

Table 11

Projected Employment, Output and Productivity Growth: 1984-1987

	Output	Employment	Productivity
Agriculture	+10.0	-6.3	+17.4
Industry	+25.0	+0.9	+23.9
- Manufacturing	+36.0	+3.2	+31.8
- Building and Construction	+1.5	-3.5	+5.2
- Other	+4.0	-4.0	+8.3
Services	+4.0	+3.0	+1.0
Private	+9.0	+7.0	+1.9
- Public	-3.0	-3.0	0.0

Notes: (1) Excluding special schemes Source: Building on Reality

Table 12 below examines the proportion of long term unemployed in the total unemployed numbers.

Table 12

Proportion of Long-Term Unemployed (12 months and over) in total unemployment 1980 - 84

	%	No.
1980	34.8	32,180
1981	30.5	38,543
1982	31.8	47,495
1983	31.0	58,529
1984	39.1	83,963

Note: (i) Data refer to April of each year;

(ii) An age by duration analysis of the Live Register was first undertaken for April 1980

Source: Central Statistics Office.

Table 13

Registered Unemployment ('000) December 1981-December 1984

		Aged under 25 years			Aged over 25 years	All ages
	Month	Male	Female	Total	Total	Total
1981	Dec	26.3	12.8	39.0	102.1	141.1
1982	Dec	34.7	19.3	54.0	125.9	179.9
1983	Dec	41.0	23.5	64.5	143.5	208.0
1984	Dec	44.0	25.5	69.4	156.0	225.4

Source: CSO Monthly Live Register Statement

YOUTH UNEMPLOYMENT

Unemployment among young people rose from 64,000 at the end of 1983 to over 69,000 in December 1984, an increase of 8%. In contrast with the experience of recent years, youth unemployment grew less rapidly than unemployment among older workers. Youth unemployment tends to rise significantly between May and August and between October and January. The seasonal increase in unemployment among older workers is, however concentrated in one period in late autumn and winter.

The regional pattern of change in youth unemployment is shown overleaf. The most rapid increase was in the north-east region, followed by the midlands. The gap between the regions with the highest and lowest youth unemployment rates continued to narrow; ranging from nearly 20% in the west in October 1984 to 15% in the midwest (Table 15).

Table 14 Regional Youth Unemployment 1982-84

Region	October 1982	October 1983	October 1984	% Change
East	17,800	24,100	26,900	+12
North East	2,900	3,300	3,800	+15
North-West/Donegal	3,000	3,600	3,800	+ 6
West	4,200	4,800	4,900	+ 2
Mid-West	3,900	4,500	4,600	+ 2
South-West	7,600	9,300	9,800	+ 5
South-East	5,400	6,200	7,000	+13
Midlands	2,700	3,500	4,000	+14
All areas	47,500	59,300	64,800	+ 9

Source: Age by Duration Analysis of the Live. Register October 1982-84

Table 15 Youth Unemployment Rates in Various Regions (1981-1984)

Region	October 1981 %	October 1982 %	October 1983 %	October 1984 %
East	8.3	11.6	15.6	17.4
North East	10.2	13.6	15.4	17.6
North West/Donegal	13.4	15.9	18.5	19.6
West	14.1	16.9	19.5	19.8
Mid-West	9.6	13.0	14.8	15.0
South-West	10.4	14.3	17.2	18.1
South-East	9.8	13.8	15.6	17.5
Midlands	8.7	11.0	14.2	15.8
All areas	9.7	13.0	16.1	17.5

Source: CSO Live Register. Youth Labour Force figures based on forecasts in National Economic and Social Council, Paper No. 63.

Duration of Unemployment

The proportion of the registered unemployed who were out of work for 6 months or more rose from just under 55% in October 1983 to over 58% in October 1984. Relative to older workers, young people tend to be unemployed for shorter periods. In October 1984, 32% of the teenage unemployed, and nearly 50% of 20 - 24 year olds, had been on the live register for over 6 months, as compared with over 64% of older registrants.

Table 16

Registered Unemployed, Classified by Age and Duration of Unemployment

October, 1981-1984

		Duration of Registration (Months)				
	Age	Under 1	1-6	6-12	Over 12	Total
			%			
1984	Under 20	19.8	48.4	16.7	15.2	100
	20-24	14.4	35.9	18.7	31.1	100
	25-64	8.3	27.2	17.2	47.3	100
	All ages	10.7	30.9	17.5	40.9	100
1983	All ages	12.9	32.2	18.4	36.5	100
1982	All ages	13.8	37.3	18.7	30.2	100
1981	All ages	14.0	35.7	20.0	30.7	100

Source: CSO Age by Duration Analysis of Live Register

For teenagers, the Irish situation is close to the EEC average, with about a quarter of the population working, 10% unemployed, and the remainder outside the labour force, mainly in full-time education.

Among young adults aged 20 - 24 years, Ireland has an above average proportion unemployed, but at 69% also had a relatively high proportion in jobs. Apart from Denmark, Ireland had fewer young people in this age-group outside the labour force than any other country. This is partly due to the fact that young people enter and complete third-level studies at a relatively early age in Ireland. But it also reflects the relatively low proportion of young Irish women who are full time in the home - less than 8% of 14-24 year olds, as compared with 16% in the UK and 12% in Europe overall. Table 17 below compares the situation of young people in various member states with regard to employment and unemployment.

Table 17

Percentage of young people in employment, unemployment and other categories, 1983.

Age-group	14-19			20-24		
Country	Employed	Unemployed	Other	Employed	Unemployed	Other
Ireland	24	10	66	69	14	17
W. Germany	30	4	66	67	7	26
U.K.	31	11	58	66	13	21
Netherlands	13	7	80	60	13	27
Belgium	11	5	84	55	15	30
France	16	7	77	65	12	23
Italy	18	10	72	50	17	33
Denmark	33	8	59	70	15	15
EEC 10	23	8	69	62	12	26

Source: EEC Labour Force Survey.

SCHOOL-LEAVERS AND THE LABOUR MARKET

Overall Trends

The number of young people leaving the Irish education system rose sharply during the 1970s, from slightly over 50,000 at the beginning of the decade to 65,000 in 1979. Over the period 1980-1990, a much slower rate of increase is anticipated. For much of the decade the potential number of school-leavers will be between 65,000 and 70,000 each year.

In the first three years of the 1980s however, the number of leavers from education fell below the level which would have been anticipated purely on the basis of population trends. This was partly because of the expansion of third level education, with increased numbers of people who would previously have sought employment at the end of second level schooling now continuing on to further studies. In addition, the employment difficulties facing school-leavers have led young people who would previously have left school at the Intermediate Certificate stage to continue their studies to Leaving Certificate level.

Early Labour-Market - Experience of Young People

A range of information is now available on the experience of young people in the period immediately after they leave the education system. The most comprehensive information relates to those who leave at second level, and is drawn from the National Manpower Survey of school-leavers. The most recent such survey was carried out in May/June 1984 and covered young people who left school in mid 1983. Table 18 details the employment position of school leavers one year after leaving school in 1983 and 1984. There are wide disparities among leavers at various levels in terms of their early labour market experience and Table 19 and 20 show the labour market status of school leavers and the industries in which school leavers who found jobs were employed.

Table 18

Economic Status of School-Leavers one year after leaving school

STATUS			%	
	1983	1984	1983	1984
Employed	26,200	28,400	42.6	45.7
Unemployed				
(After loss of job)	3,000	2,300	4.8	3.7
Seeking First Job	13,900	13,400	22.6	21.6
Student	16,300	15,600	26.5	25.0
Unavailable for work	1,300	900	2.1	1.5
Emigrated	800	1,500	1.3	2.4
Total	61,200	62,200	100,0	100,0

Source: NMS School Leavers Survey 1983, 1984.

Table 19

Economic Status of all leavers, Classified by the level at which they left school - 1983 & 1984

STATUS	NO QUALIFICATIONS		INTER CERT/ GROUP CERT		LEAVING CERT		TOTAL	
	1983	1984	1983	1984	1983	1984	1983	1984
Employed	47.1	46.4	56.5	59.1	36.6	40.4	42.6	45.7
Unemployed								
- After loss of job	9.4	6.5	9.5	6.1	2.5	2.5	4.8	3.7
Seeking first job	35.3	39.0	28.2	30.6	18.9	15.9	22.6	21.6
Student	0.9	0.5	2.4	2.2	38.9	36.9	26.5	25.0
Unavailable for work	6.3	6.3	2.5	1.1	1.5	1.1	2.1	1.5
Emigrated	1.0	1.3	0.8	1.0	1.6	3.2	1.3	2.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Source = NMS School Leavers Survey 1983, 1984.

Table 20

Industries in which school leavers with full time jobs were employed

1983 & 1984

Industry	No Qualifications		Inter Cert/ Group Cert		Leaving Cert		Total	
	1983	1984	1983	1984	1983	1984	1983	1984
Agriculture	19.0	23.1	12.0	11.9	1.7	3.5	6.7	8.0
Industry	39.0	41.7	34.9	36.5	26.5	26.2	30.4	31.0
Distribution	23.9	15.2	29.8	29.8	21.0	28.3	24.3	27.7
Banking and Finance	0.0	0.0	0.8	1.0	5.2	4.1	3.3	2.7
Transport and Communications	0.0	1.5	3.5	1.1	3.9	2.3	3.4	1.8
Public Administration	0.0	0.0	1.0	1.5	5.1	3.2	3.3	2.3
Professional Services	3.5	1.9	4.7	6.0	23.9	20.2	15.6	13.8
Personnel Services	14.7	16.7	13.4	12.4	12.6	12.4	13.0	12.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number	2,100	2,200	8,600	9,000	14,300	15,300	25,000	26,600

Source = NMS School Leaver Survey 1983, 1984.

CHAPTER TWO

THE ECONOMY

The absence of known deposits of coal or iron ore, coupled with Ireland's status as a region of the United Kingdom up to 1921, meant that there was little incentive for industrial development, so that Ireland remained mostly an agricultural country until the second half of this century. Apart from Dublin, the centre of politics, administration and trade, towns developed only as market centres for the rural population. The economic and social sructure remained relatively unaltered up to well into the 1950's. The transformation into an industrial state was initiated by the introduction of economic planning by the Government in the late 1950's.

In the last 20 years Ireland's rate of economic growth has been rapid and the overall wealth of the country and the living standards of its citizens have risen considerably. This achievement has been primarily due to a rapid expansion of industrial output and exports and a major increase in productivity. At the same time there has been a continual flow of people out of agriculture and into the industrial and service sectors. The tables below highlight some of these changes.

Key Measure	1963-1983 Growth	
Gross National Product	93%	
Population	23%	
G.N.P. per capita	56%	
Industrial output	165%	
	1963	1983
% employed in agriculture	34	17
% employed in industry	26	29
% employed in commerce	40	54

The 1960's was a decade of growth for the Irish economy. Employment increased, the decline in population was halted, and the growth of national output exceeded, on average, 4% per annum. Inflation was contained at moderate levels, there were not major balance of payments problems, foreign investment provided a steady net capital inflow and tourism prospered. Exports, private investment and productive government expenditure led to increased output which in turn led to increased investment. Despite a climb in the inflation rate at the end of the 1960's and a downturn in tourism earnings and foreign investment due to conflict in Northern Ireland, the growth rate of the 1960's was contained until late 1973.

In 1973 Ireland joined the European Community along with Great Britain and Denmark and hopes were high for considerable gains for the country, particularly in agriculture and manufactured exports. However, the dramatic increase in oil prices, together with a world recession saw stagnation in industrial output in 1974, a marked decline in 1975 and recovery in 1976. Unemployment increased dramatically from 65,000 in the early 1970's to 108,000 by 1976.

By 1977 inflation rates had fallen and manufacturing exports were booming again. Ireland's recovery in output terms between 1976 and 1979 exceeded that of most other European Community Member States. Despite this boom, unemployment remained high, however. Early in 1979, Ireland joined the European Monetary System and the consequential break in the historical link with sterling marked a new beginning in exchange rate policy. 1979 and 1980 saw the emergence of a similar situation to that prevailing in 1973-74 as the dollar price of crude oil more than doubled, inflation rose rapidly and governments throughout Europe were prepared to forego economic

growth and employment to achieve long-term price stability. By the second half of 1980, Ireland along with most of Western Europe was deep in recession as output stagnated and unemployment rose to over 120,000. The state of the world oil and commodity markets and the need for a commitment to reducing the rate of inflation foreshadowed a period of slow growth of output and employment for much of the 1980's. The problems of Ireland were greatly exacerbated by the massive foreign debt which had been accumulated between 1973 and 1981 in an effort to minimise the affects of the world recessions of the period and this placed a further very considerable constraint on the future growth of living standards.

By 1981 the state of the public finances in Ireland was giving very serious cause for concern. A particular problem was the growing debt and the burden of debt servicing accumulated not only because of Government failure to reduce the Exchequer Borrowing Requirement but also because of high international interest rates. Debt servicing was taking up an unacceptably high proportion of current expenditure and a special concern was that a very large amount of the necessary Government borrowing was now having to be met from abroad - some 75% in 1981 compared with 16% in 1977.

As constraints were imposed on the economy, real G.N.P. fell by 1.3% in 1982 and the inflation rate reached 17% as high levels of taxation reductions in public spending and a tightening of monetary policy were used to reverse the trends of previous years. In 1983 real G.N.P. fell a further 7% and inflation declined to 10.4%. By 1984 a somewhat more encouraging picture of the economy was beginning to emerge, although unemployment was still increasing albeit at a slower rate than in the previous 2 years. Real G.N.P. grew by 2% in 1984

and the inflation rate for the twelve months to mid-November 1984 had declined to 6.75%. Output growth in both the industrial and agricultural sectors accelerated markedly with net output from agriculture estimated to have grown by 7.5% and the volume of manufacturing output by 13%.

In October 1984 the Government published a 3 year economic and social plan called 'Building on Reality'. Earlier in the year, the National Planning Board in its document 'Proposals for Plan' stated:

> The most serious economic and social problem facing the economy is unemployed. In March 1984, there were over 210,000 persons on the Live Register. Over one-third had been unemployed for a year or more, and about one-third were under 25 years of age. Unemployment inflicts hardship on those affected and their families. The hardship becomes the more severe the longer the period without work. Unemployment means a permanent loss of national output and therefore lower living standards. The productive potential of the community is eroded, because skills are lost, people emigrate and the capacity to work is weakened. Non-agricultural employment was static from 1980 to 1982 and since then has been falling. The major objective of Government policies must be to increase the numbers in sustainable employment.
>
> Ireland is not alone in facing a serious unemployment problem. It is a widespread problem which very few industrial countries have managed to escape. What

distinguishes Ireland from most of the other countries is not poorer performance in increasing employment, but a much higher rate of increase in the numbers seeking work. The most recent estimates (which assume low net emigration) suggest that the Irish labour force will increase by about 15,000 per annum until at least 1987. This means that employment outside agriculture would have to grow by about 19,000 each year on average to keep unemployment from rising above its present level.

The general expectation is that the growth in world trade and output during the remainder of the 1980s will be slower, and unemployment higher, than during the 1960s and 1970s. As a result, competition is likely to be more intense in the markets in which Irish goods and services are sold. However, developments in other countries lie beyond the control of any organisation in this country. Responsibility for ensuring an internationally competitive economy therefore rests with all those engaged in economic activity in Ireland, whether they are directly producing tradable goods and services or producing services which support the tradable goods and services sector.

The Government Plan sets out 'to chart the way in which economic and social policy will develop over the next three years'. The Plan acknowledges the degree to which the Irish economy is exposed to economic events internationally and states that the Plan's projections are based on a number of assumptions concerning external developments after the period 1984 to 1987. These assumptions are as follows:

- would trade and Ireland's export markets will grow on average by about 4.5% per annum;
- average earnings per head in our main trading partners will grow by, at most, 7% per annum;
- consumer prices in our main trading partners will grow on average by about 5% per annum;
- the exchange rate of the IR £ will remain broadly stable although some improvement against the US dollar is expected over the period of the plan;
- foreign interest rates, particularly US dollar rates, while remaining high in the immediate future, will fall significantly over the period to 1987. A corresponding reduction in domestic interest rates is also assumed.

The principal ingredients in the Government's economic strategy are a policy in relation to the public finances which essentially revolves around commitments to reduce the Public Spending Borrowing Requirement to 11.25% of GNP by 1987 and to maintain unchanged the ratio of tax revenue to GNP. In relation to generating employment growth there are two elements to the strategy : policy in relation to costs and competitiveness and development policies. Policy in relation to costs and competitiveness includes the Government's objectives on pay and taxation, the strengthening of competition policy and institutional reforms to achieve greater efficiency. Developmental policies include policy in relation to industry, agriculture and the other productive sectors, and policy for the development of the economy's infrastructure.

Summarising the predicament of the Irish economy in 1984 the National Planning Board said 'The economy has been depressed by the international recession which followed the second oil crisis. The effects of the recession have been exacerbated in Ireland by domestic policies. A deflationary fiscal policy has been unavoidable, but the emphasis on increased taxation rather than on the containment of current public expenditure has made the economic situation even worse through its effects on the evolution of incomes. At the same time, too little attention has been given to other policies which could have been used to mitigate the effects of the recession and the unavoidable domestic deflation'.

Forecasts of the Irish Economy's performance in 1985 suggest an expected GNP growth of just over 1%. Both private and public consumption and investment are expected to grow marginally but exports are expected to increase rapidly to 9%. The result of these developments overall is that inflation and the Balance of Payment deficit are declining. However, there will be a considerable shortfall in employment and a modest shortfall in the public finances compared to the National Plan projections.

CHAPTER THREE

INITIAL EDUCATION AND VOCATIONAL TRAINING

THE IRISH EDUCATION SYSTEM

The formal education system is divided into three levels. The first level covers primary education (ages 6 to 12 or 13), the second level covers secondary education ('junior cycle', about 12 or 13 to 15 years of age) plus the upper secondary education ('senior cycle 'up to about 17 or 18 years of age) and the third level covers all higher education.

The Irish educational system offers a variety of possibilities from nursery school onwards. Most Irish children (62% of all four year olds) already attend infant classes when they are four (first infant class). Nearly all five year olds also attend infant classes (second infant class). From the age of six onwards attendance at school is compulsory. Most six year olds go the first class of the primary school - those not yet ready for school go to the second class of the infant school.

Primary Education consists of six classes. Pupils are 12 or 13 years old when they move on to the secondary schools. Tuition during this first level usually takes place in the national schools, which are entirely financed by the State and are free. These are denominational schools, managed by the local clergy.

Secondary Education The secondary level exists in three main types of school; the comprehensive and community school, the secondary school, and the vocational school. The secondary schools are all private establishments, which are usually owned and maintained by religious organisations. About 66% of all pupils at this level attend such a school. Although the schools are private, they are subject to State

supervision, and the pupils are prepared for State examinations, which means that the schools for the most part have a uniform curriculum.

Generally after three or four years in the secondary level, the 'Intermediate Certificate' examination is held. Some schools, after two or three years in the secondary level arrange for the additional and more practical 'Group Certificate' examination. Most pupils are 15 years old at the end of the junior cycle.

In recent years great changes have taken place in the educational system at the secondary level. The fundamental change was the introduction of secondary education paid for by the State in 1967. This meant that most of the secondary schools, which had formerly charged fees, could now be attended by all pupils without charge. At the same time the functions of the vocational schools were altered. Previously it was not possible to take the general education leaving certificates in these schools, but today vocational secondary schools also provide educational courses which lead to the 'Intermediate Certificate' and the 'Leaving Certificate'. In this way parity between the two types of schools was achieved, and this unified system is now open to all social groups. In practice, however, some differences still remain.

In rural areas this coordination of general and vocational secondary schools has been extended to include the exchange of teachers and teaching aids in order to provide a comprehensive range of subjects. In the towns the establishment of comprehensive and community schools has enriched the Irish secondary school system with new types of schools.

The comprehensive and community schools which are essentially similar, follow the same general educational features as the vocational schools. The comprehensive schools are established in the same way as those in Great Britain - they only differ from the British school in that they are denominationa. Only the vocational schools (of the first and second levels) are expressed non denominational although they are subject to religious influences through the significant membership of clerics on the Vocational Education Committees. (described on p. 95).

Most of the comprehensive schools were established at the end of the 1960s and beginning of the 1970s. Since then community schools have been introduced, mainly representing joint ventures of religious orders and the Vocational Education Committees. There is therefore an amalgamation of the denominational general educational system with the non-denominational vocational system, forming a variation of the principle of the comprehensive school system.

Table 21

BREAKDOWN OF 2ND LEVEL STUDENTS BY SECTOR 1978 + 1981

Year	No.	% Secondary	% Comp.	% Comm.	% Voc.	% Other
1978	292,674	68	3	5	23	1
1981	309,600	66	3	7	23	1

Source: Dept. of Education Statistical Reports.

Compulsory full-time education ends at 15 years, and pupils can choose from several possibilities: they can continue school and follow a Leaving Certificate programme, or a vocational preparation programme, they can commence an apprenticeship, which might include full-time training of up to one year in an AnCO centre or they can enter the labour market. Pupils who remain at school and pass the 'Leaving Certificate' at 17 or 18 years of age can enter the third level consisting of universities and technical colleges. Those who start an apprenticeship will have left the education system and entered the training system which is regarded as distinct from the education system. Some young people who leave school and enter the labour market have difficulty in finding an occupation which matches their interests and capabilities. They may enter one of the many adult (non-apprentice) training courses provided by AnCO.

Education and Vocational Guidance Available to Young People

An AnCO Planning, Research and Development division survey and report called 'After School' published in 1984 found that 80% of second level schools it surveyed provided a career guidance service for pupils. Leaving Certificte students received most guidance input and Community/Comprehensive Schools were found to have a higher level of career guidance activity than secondary and vocational schools. Similarly, city pupils tended to receive more guidance than their town or rural counterparts.

Young people surveyed claimed they would look for career advice from their parents or career guidance teacher very much in preference to an official agency. Parents were found to play a major role in the career guidance of their children who young people regarded as the most important source of advice about jobs. In schools, talks from

a career guidance teacher were the most frequent form of career guidance activity in the schools surveyed. Just under 50% of respondents had talked individually with their guidance teacher while only 20% had visited places of work outside the school.

Higher Education

Following a period of remarkable growth and development, Ireland now exhibits a greatly expanded and diverse pattern of higher education institutions. There are now up to 40 institutions in the Republic catering for about 47,500 full-time students. The academic award pattern reflects a binary third level structure whereby the two universities the University of Dublin and the National University of Ireland, confer awards on students in their associated colleges while many of the other third level colleges receive their academic qualifications from the National Council for Educational Awards (NCEA). The Higher Education Authority (HEA), set up in 1968 acts as a general planning agency for higher education as well as the distribution medium for many colleges of funds provided by the state. Third level institutions depend to a large degree on the state for their financial needs and universities now depend on the state for about 80 per cent of their current income. The expansion in third level coincided with inflated and recession which has led to some cutbacks in government funding of higher education. Colleges are being obliged to raise student fees, to postpone building and development plans, to devise alternative modes of raising finance, including out of term use of college buildings, and to impose cutbacks in employment and other costs. Traditionally the universities enjoy a large degree of academic freedom. However, financial pressures and government policy which puts priority on the promotion of technological and applied studies with a direct employment relations reflect a more directive attitude from central government.

Universities

Trinity College is the only college in the University of Dublin (founded 1591) and offers the full range of university studies. The University confers degrees on successful students taking certain courses in the two Dublin Colleges of Technology, in certain Colleges of Educatino, and in St Catherine's College of Home Economics. The National University of Ireland (founded 1908) is based on the federal university model. It has three constituent colleges: University College Cork, University College Dublin and University College Galway. These colleges are the teaching and research organs of the National University and they enjoy a large degree of autonomy.

The National University also has six recognised colleges associated with it, St Patrick's College, Maynooth; the Royal College of Surgeons; three Colleges of Education; and St Angela's College of Home Economics.

NIHEs and Regional Technical Colleges

A striking feature of third level policy in recent years was the establishment of new forms of higher education institutions. The National Institute of Higher Education, Limerick (NIHE) opened in 1972 while a similar institute, NIHE Dublin, received its first students in 1980. These institutions were intended as pathfinders in new areas of study with an emphasis on applied studies, incorporating elements of work experience and operating more flexible and varied course structures and modes of evaluation than was usual in the longer established institutions.

A further type of institution new to Ireland was the regional technical college. There are now 9 such colleges; work will commence on providing 4 others for the greater Dublin area over the next two years. The Regional Technical Colleges operate under the aegis of Vocational Education Committees (VECs). They educate for trade and industry over a broad spectrum of occupations ranging from craft to professional level, notably in engineering, science and commerce. Vocational Education Committees also operate longer established third level colleges, such as the Limerick College of Art, Commerce and Technology, the Crawford Institute in Cork and the Dublin Institute of Technology (which comprises the Colleges of Technology in Bolton Street and Kevin Stret, as well as the Dublin College of Catering and the Colleges of Marketing and Design, of Commerce and of Music).

Colleges of Education and other Third Level Institutions

There are five Colleges of Education for primary teachers St Patrick's, Our Lady of Mercy, Church of Ireland College and St Mary's Marino (all in Dublin) and Mary Immaculate in Limerick. There are two colleges for Home Economics, St Catherine's in Dublin and St Angela's in Sligo. Thomond College of Education which is located in Limerick is a specialist college for the training of teachers of physical education, technology and rural science. Teachers of Art are trained in the National College of Art and Design, Dublin. Degre awards in these latter two Colleges are made by the NCEA. The other colleges are associated with the universities.

Many other institutions including those of professional bodies go to form the varied pattern of Irish higher education. The Central Applications Office provides information for intending students and

processes applications for undergraduate and diploma courses at the universities and many other institutions but not for Colleges of Education and Regional Technical Colleges.

Students

One of the most remarkable features of the expansion of third-level student numbers is the increased enrolment in non-university insititutions. In 1983 they catered for 48.5 per cent of students and it is expected that by 1990 they will account for 50 per cent, at least, of the student body. There has also been greater participation by women in higher education, now forming about 45 per cent of full-time students. The location of many of the new third level colleges away from the metropolitan area has been an important factor in reducing the previous geographic imbalance in student participation.

About one third of Irish third level students benefit from direct public grants. However, these vary greatly in value; most of them are linked to a means/merit/location framework. Large fee increases have occurred in recent years and several governments have been considering new methods such as a loans scheme to subsidise students. A feature of the expansion in student numbers and the operation of grants schemes is the continuing imbalance in the representation of students from lower socio-economic backgrounds.

While about 15 per cent of the age range 18-22 are in full time higher education a notable feature is the youth of the students. In 1980 44 per cent of new entrants were aged 17 years or under. Yet, in the ten HEA designated colleges in 1983 only 10 per cent of full time students were aged 25 or over. The number of post graduate

students is relatively small and limited financial support exists for them. The number of part time students is also small and in the context of deep changes in society and in the patterns of employment the demand for part time, short term and flexible course structures is likely to grow. Entry to most professional faculties is restricted, because of very high demand for places, with a very high points rating being required based on second level terminal examinations. In some areas, e.g. in medicine, because of overproduction it has been necessary to limit the number of places available. Competition is likely to become more intense and generally it would seem that a large gap will persist between the supply of and the demand for places in higher education. It remains to be seen how much 'distance learning' recently inaugurated in the NIHE in Dublin, and the technology of the communications revolution may help to meet the demand.

Table 22

FULL-TIME STUDENTS IN THIRD-LEVEL EDUCATION 1982/83

	Number of Full-time Students		
Type of Institution	Male	Female	Totals
Universities	12.937	11,596	24,533
National Institute for Higher Education	1,973	785	2,758
National College of Art and Design	192	312	504
College of Pharmacy*	4	48	52
Royal College of Surgeons in Ireland	561	206	767
Teacher Training - Primary	334	2,177	2,511
Home Economics	1	208	209
Thomond College	367	176	543
Vocational Technologist	3,851	2,004	5,855
Regional Technical College	5,170	3,323	8,493
Other Aided Institutions	43	50	93
Other Non-Aided Institutions	954	336	1,290
Total - Third Level	26,387	21,221	47,608

*Students taking the Pharmaceutical Assistants' Course only.
Source: Higher Education Authority Annual Report 1983.

INITIAL TRAINING

For the purposes of defining initial training this chapter generally looks at training for those persons under the age of 25 years. The Youth Employment Agency was established in 1982 to provide for the training and employment of young people - principally those over 15 and under 25 years of age. The Agency is described in detail on p. 87 but in summary its functions include responsibility for the establishment, development, extension, operation, assistance, encouragement, supervision, co-ordination and integration, either directly or indirectly, of schemes for the training and employment of young persons. AnCO provides the major part of the training of young people.

Young People and Employment, Training and Work Experience Programmes

During 1984, approximately 52,000 young people participated in training, work experience and temporary employment programmes funded by the Youth Employment Levy (described on p. 104). This compares with a participation level of 22,500 in 1981, the last year before the introduction of the Levy. An additional 12,000 young people participated in Levy-funded pre-employment and secretarial courses during the year run in the education system.

The programmes available for young people are described below under the categories training, work experience/temporary employment and employment/job creation programmes. The schemes are summarised on p. 45-47.

Training

Training was the largest manpower activity funded by the Levy in 1984. Almost 36,000 young people, compared to 29,000 in 1983, attended a variety of courses run by AnCO, CERT, ACOT and in the Community Training Workshops and Travellers' Training Centres. Of those in training during the year approximately 23,500 were aged under 20 years and 11,500 were between 20 and 24.

General Vocational Training

Individuals seeking training apply directly to AnCO or are referred by the National Manpower Service (NMS) which is described on p. 86.

AnCO provided training for 21,000 young people in its training centres and on the programmes run by its External Training Division. These covered a range of courses from, for example, training in: Career Development; Construction; Electronic/Mechanical Assembly; Sales Training; Start Your Own Business and Youth Enterprise Programmes. AnCO is heavily involved also in apprentice training which is described in more detail between pages 49 and 52.

Training for the Hotel, Catering and Tourism Industries

CERT provides full-time and block release courses for craft and management trainees which involved almost 1600 people in 1984. These courses are principally aimed at first-time entrants to the labour-force wishing to follow careers in catering, and related occupations and are provided in conjunction with the education authorities. CERT also runs some shorter courses in basic catering skills for unemployed persons and some 450 young people participated on these courses in 1985.

Community Youth Training Programme

This programme is administered by AnCO and combines training of young people in basic construction skills with work of valud to local communities. 4,600 young people participated in 1984 in projects such as renovating historic buildings, improving community facilities and building youth clubs.

Community Training Workshops

By the end of 1984 there were 1183 places for young people in 38 Community Training Workshops which are managed by representative community committees and are aimed at out-of-school young people most in need of basic training. In 1984 2000 people were trained in the Workshops. The essential characteristic of a workshop provides for an amalgam of broad based, basic skills training with life and social skills development. Remedial literacy and numeracy teaching are also provided as required.

Training for Travellers

430 young travellers were trained in 1984 at 23 specially established training centres. The training courses at the centres gives diverse skills to the participants and is aimed at providing travellers with an opportunity to become self-reliant and self-supporting members of society. The centres are supported by the YEA and AnCO and there is also a significant input from the Vocational Education Committees which provide instructors and funding for related overheads.

Work Experience and Temporary Employment Programmes

Teamwork

This scheme is operated by the Department of Labour and grants are paid principally to community and sporting bodies for the employment of young people on projects of value to the community. An estimated 2,500 young people and 400 supervisors completed project work during the year.

Work Experience Programme

The Work Experience Programme is operated by the National Manpower Service and provides young people with a six-month placement in work situations with public or private sector employees. During this time they follow a programme of activity agreed in advance between their host company and an NMS Placement officer who visits them regularly. Average weekly participation on the programme in 1984 was 4000.

Employment and Job Creation Programme

Community Enterprise Programme

This programme encourages and supports communities that are becoming involved in the job creation process. It does this by offering a range of assistance, including advice and support services. In 1984 74 community groups received assistance with a job content of 92 established jobs by year end.

Youth Self Employment Programme

This programme is designed to meet a need for small scale loans by young people with good business ideas in a flexible and cost effective way. The Youth Employment Agency guarantees 60% of each loan provided which is operated by the Bank of Ireland. 530 young people received loans totalling over IR £1.3 million in 1984.

Enterprise Allowance Scheme

This scheme, which is open to all ages, is designed to encourage unemployed people to establish businesses by paying them an allowance in lieu of unemployment benefit/assistance. The scheme is administered by the NMS and 1,150 young people had established their own business under the scheme by the end of 1984.

Marketplace

The MARKETPLACE programme is operated by the Irish Goods Council to encourage companies, which have not previously employed someone in this function, to employ unemployed marketing graduates by providing up to 60% of their salary in their first year. 46 graduates took part in the programme in 1984.

Young Scientists and Technologists Employment Programme

Under this programme, small companies wishing to increase their technological capacity receive financial support of up to 60% of the first years salary for the employment of graduates with science or engineering qualifications. 876 people were placed in 1984 on the programme.

SUPPORT FOR YOUNG PEOPLE IN YOUTH EMPLOYMENT, TRAINING AND WORK EXPERIENCE PROGRAMMES

	Title	Target Group	Promoters	Total of Young Persons
Training	Community Youth Training Programme	Unemployed Under 25	AnCO/ Community Groups	1984: 4600
	Community Training	Disadvantaged Young People Under 25		1984: 1183 places in 38 workshops
	Adult Courses	All Unemployed	AnCO	1984: 21,000
	Hotels and Catering Courses	Unemployed and Craft and Mangement Trainees	CERT	1984: 2050
Work Experience	Work Experience Programme	Unemployed	Dept. of Labour Public & Private sector employees	1984: 8500

SUPPORT FOR YOUNG PEOPLE IN YOUTH EMPLOYMENT, TRAINING AND WORK EXPERIENCE PROGRAMMES

	Title	Target Group	Promoters	Total of Young Persons
Training	Community Youth Training Programme	Unemployed Under 25	AnCO/ Community Groups	1984: 4600
	Community Training	Disadvantaged Young People Under 25		1984: 1183 places in 38 workshops
	Adult Courses	All Unemployed	AnCO	1984: 21,000
	Hotels and Catering Courses	Unemployed and Craft and Mangement Trainees	CERT	1984: 2050
Work Experience	Work Experience Programme	Unemployed	Dept. of Labour Public & Private sector employees	1984: 8500
Temporary Employment Schemes	Teamwork	Unemployed Under 25 years	Dept. of Labour Voluntary & Community Groups	1984: 2500 young people and 400 supervisors

SUPPORT FOR YOUNG PEOPLE IN YOUTH EMPLOYMENT, TRAINING AND WORK EXPERIENCE PROGRAMMES

	Title	Target Group	Promoters	No. Persons
	Environmental Works	Unemployed Under 25 years	Dept. of Environment	1984: 890
Employer Subsidised Schemes	Employment Incentive Scheme	Unemployed all age groups	Dept. of Labour Public & Private Sector employers	1985: 7000 (est.)
Employment and Job Creation Programmes	Enterprise Allowance Scheme	Unemployed of all ages	Department of Labour	1984: 4774 (25% under 25 years)
	Community and Enterprise Programme	Unemployed persons and Community Groups	Y.E.A./ Community Groups	92 jobs established in 1984
	Youth Self Employment Programme	Unemployed Young Persons Under 25 years	Y.E.A./ Bank of Ireland	1984: 530 loans approved
	Market place	Unemployed Marketing graduates	Irish Goods Council	1984: 46
	Young Scientists and Technologists Employment Programme	Unemployed Science/ Engineering Graduates	Institute Industrial Research and Standards/ National Board for Science and Technology	1984: 76

Vocational Preparation and Training Programme

As a response to rising youth unemployment and the problems of early school leavers with no formal qualifications the Department of Education established a Pre-employment Programme in vocational, community and comprehensive schools in 1977. In 1982/83 approximately 3,700 students took pre-employment courses. In addition some 7,000 young people took secretarial type courses where the emphasis was on preparation for office work.

In 1984 the Department of Education launched a new Vocational Preparation and Training Programme, to replace pre-employment courses, open to all post-primary schools and 16,500 places were made available. These courses are structured into three main areas - personal development, work experience and technical knowledge, - and have the general aim of helping young people to bridge the gap between the values and experiences which are normally part of education and those in the adult world of work. Each students is placed at work for one day's experience per week in order to help them to comprehend the reality of work and work roles. In the vocational studies sector, participants are required to choose one area of study, each option being broadly based to allow entry into a variety of occupations.

The total estimated cost of these courses in 1985 was £40 m and the number of places available in 1985/86 is estimated to be 23,000. The programmed is aided by the European Social Fund.

APPRENTICESHIP

The education and training of apprentices is a partnership in which industry, AnCO and the Vocational Education Authorities are the partners. Industry as employer of the apprentices plays the major role by providing the range and depth of on-the-job experience without which it is scarcely possible to become fully skilled. AnCO as the registration authority organises and monitors the training of apprentices and now provides off-the-job training for a majority of apprentices in their first year. The Vocational Education Committees provide structured programmes of a theoretical and practical nature through which the apprentice can learn the scientific basis of his/her craft and thereby acquire the skills necessary for the exercise of initiative and planning in its execution.

Following a major review of apprenticeship education and training in the 1970's, a New Apprenticeship System was introduced in 1975. The key aspects of the system are:

- A period of full-time off-the-job training, during the first year of apprenticeship in approved apprentice training centres.

- Release from work for courses in educational establishments in the first three years of apprenticeship.

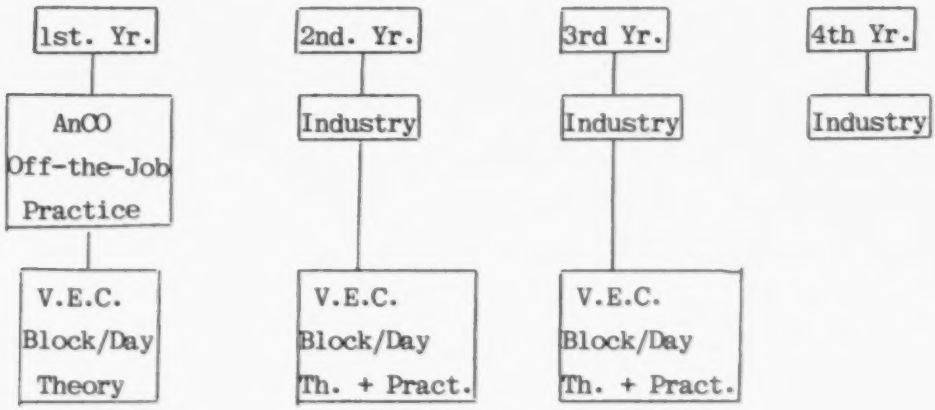
- Standard national training and educational curricula for each trade.

- A four year apprenticeship with three years under certain conditions.

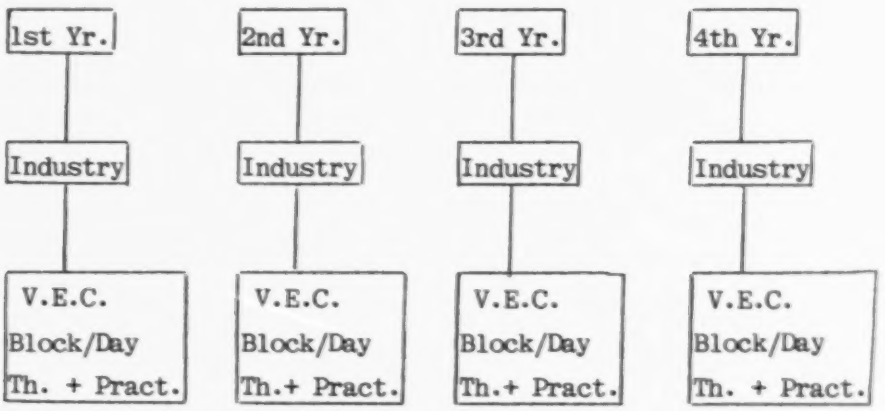
- A system of testing and certification of apprentices for the award of a National Craft Certificate.

- A planned annual intake of apprentices to ensure sufficient numbers of skilled workers in all trades.

One of the features of the New Apprenticeship was that all first year apprentices would undergo a period of apprenticeship training in an approved training centre. The length of the training period to vary with the needs of each craft and to be determined at curricula design stage. In a joint Department of Education/AnCO memorandum it was agreed that for the first year apprentices AnCO would be responsible for the practical training both on-the-job and off-the-job courses. The education sector would be responsible for the technical and general education elements of the apprentice courses. It was decided that when the New Apprenticeship was fully operational all apprentices would be released to educational establishments during the first three years of their apprenticeship. See diagram below:



For apprentices who do not get off-the-job training in their first year of employment the existing agreed arrangement for the traditional system would apply. See below:



The average length of release of apprentices to education is equivalent to 10 weeks wholetime. Whereas it is AnCO policy to have all apprentices on off-the-job courses, the position is that the dual system is still in operation.

The Council of AnCO established a committee with the twin function of advising the Council on:

(a) Curricula for Apprentice Training and Education

(b) A system of Testing and Certification

Approximately 20 curricula are complete and ready for introduction.

Since the adoption of the new apprenticeship system, the specific measures proposed have been gradually implemented. From an initial intake of 954 apprentices to off-the-job training in 1975, which was 55% of the overall annual intake at that time, a total of 2,963 apprentices (75% of the total) received off-the-job training in

1983. Similarly, over the same period, educational release has increased from a total of 9,802 in 1975 to 14,343 in 1983. The revised educational qualification rule and the reduction in the period of apprenticeship from five to four years have brought the general framework of apprenticeship in line with practice in most European countries. The number of first year apprentices in 1983-84 was just over 3630 of whom 3226 followed a full-time one year programme of training off-the-job; 2773 in AnCO training centres and 453 in centres within industry. Almost 2,100 first year apprentices were sponsored by AnCO. Due to high unemployment at present, low levels of sponsorship have significantly raised the cost to the State of apprenticeship.

In its Strategic Plan, submitted to the Minister for Labour in 1984, AnCO makes proposals for revising the apprenticeship system based mainly on cost and equity considerations. These proposals are now being discussed with the social partners.

COMTECs

In it's National Plan 1985-87 the Government approved the Youth Employment Agency's plan for the establishment of eight pilot Community Training and Educatin Consortia (COMTECs). The COMTEC approach is based on the belief that the appropriateness and directness of a response to individual needs will be greater the more locally it is based. COMTECs will create, broadly on the basis of local authority areas, a mechanism by which bodies representative of interests in the local community can be involved by the executive manpower agencies (National Manpower Service, AnCO, CERT and in certain cases, ACOT) in identifying the needs and opportunities of their areas and translating these into coherent programmes which take

account of the aspirations of young people. These interests would typically include the local authority, the VEC and other education bodies, employer, trade unions, youth and relevant voluntary organisations. An important function of COMTECs will be the nuturing of community based responses to unemployment.

Almost 800,000 people reside in the areas covered by the pilot COMTECs and these include over 130,000 fifteen to twenty five year olds, of whom it is estimated that approximately 16,000 are unemployed. In 1984, almost 15,000 young people from these areas participated in various programmes funded from the Youth Employment Levy. Based on national programme costs it is estimated that this involved public expenditure of over £30 million.

AGRICULTURAL TRAINING

ACOT is the national body providing education, training and advice in agriculture. Established under the Agriculture Acts 1977 and 19979 it replaced and integrated the advisory services previously provided by the twenty-seven county committees of agriculture and the education and specialist advisory services of the Department of Agriculture. ACOT also provides grants for private agricultural colleges. It is described in more detail between pages 94 and 95.

The target groups for ACOT's education and training activities are in two broad categories:

(a) new entrants to agriculture, including entrants to farming, farm management, relief services and young farm operatives

(b) adult or established farmers, spouses, involved in farming and adult farm operatives

About 2,000 young people enter farming each year as prospective inheritors of farms. A small additional number obtain employment as farm operatives, enterprise managers and farm managers. The aim of ACOT's education and training activities for young entrants is that all of this group should undertake the Certificate in Farming Programme. The Certificate in Farming Programme, funded by the Youth Employment Levy, is an education and training programme which includes formal course work integrated with supervised work experience. It is a three year programme which may be taken in either of two ways. In Option I the basic course work in husbandry and introductory management is done through a one year residential course at the agricultural colleges. In Option II this is done on a part time basis at local agricultural education centres over three years. Apart from this the requirements for both Options are the same. The final six months of the programme contains eighty hours of course work devoted mainly to enterprise and financial management.

The work experience element takes place mainly on the home farm but an important requirement here is a period of twelve weeks placement on a selected farm away from home - on a 'Host Farm'. While on work experience the trainee is supervised by the education officer and is engaged in a series of projects, graded progressively, which require him/her to perform, record and report. The structure of the Certificate in Farming programme may be illustrated as follows:

CERTIFICATE IN FARMING PROGRAMME

YEAR	OPTION I	YEAR	OPTION II
One	Agricutural College Residential Course	One and two	Part-time course work 450 hours; Placement and
Two	Work Experience on home farm. Placement Short Courses		Work Experience on home farm
Three	Management Module	Three	Management Module

In the development of the Certificate in Farming - which was initiated in 1982 and launched nationwide in 1983 - the traditional residential courses in agriculture and horticulture as well as some specialised courses have been adapted to the Certificate in Farming model.

The main change in established residential courses which the Certificate in Farming brought about was the introduction of placement away from home. In the case of general agriculture this is for a minimum period of twelve weeks; in the case of horticulture, pigs and poultry the period of placement is a full year. The periods of placement in the latter programmes are longer because appropriate work experience is not usually available on the home farm.

Option II trainees do most of the course work at the local training centres. However, they do two or three weeks residential course work at agricultural colleges over the period of the programme; these residential courses are used mainly to demonstrate and teach practical skills. The provision of the Certificate in Farming at local centres through Option II has provided an opportunity to individuals to avail of the programm who could not participate in a full time residential course for personal or financial reasons. The numbers enroling in courses annually are as follows:

RESIDENTIAL COURSES

General Agriculture	900
Commercial Horticulture	75
Amenity Horticulture	25
Pig Production	20
Poultry Production	15

OPTION II

General Agriculture	800

The final management module which builds upon the experience and increasing maturity of trainees is particularly valuable.

In all courses for new entrants - most of whom are in the 17 to 21 year age group - the main areas of content are:

(a) the technology and skills of agricultural production and farm management;

(b) quality control, presentation and marketing, environmental conservation;

(c) self development.

In 1984, 335 young people joined Option I and 730 Option II, bring the total number of participants to 2,700.

Farm Apprenticeship

A three year Farm Apprenticeship Scheme, with an annual enrolment of about 100, is administered by the Farm Apprenticeship Board, a private voluntary board grant aided by ACOT. Its aim is to train farm managers. Entrants to the scheme must have completed the one year course at a residential college and have reached a reasonably high standard in the examinations. Arrangements also exist for transferring from Option II of the Certificate in Farming Programme into the Farm Apprenticeship Scheme. Apprentices are placed for one year on each of three master farms and receive about four weeks of course work each year as day and block release courses.

Youth Register

One of the tasks for each ACOT education officer is to keep a Youth Register for the district for which he/she is responsible. This is to ensure that all young people who need training in agriculture are fully briefed on courses on offer and advised on the most appropriate training in each case. This Youth Register is also used to monitor students through the programmes and to ensure that when they complete their programmes they become clients for priority attention in ACOT's advisory programmes. Education officers also have responsibility for Liaison with parents to ensure that trainees are gradually integrated into the running of the home farm and to facilitate an informed approach to farm inheritance.

FISHERIES AND MARITIME TRAINING

Employment is fisheries is concentrated in the sea fishing industry, which employed 3,675 full time and 5,300 part time fisherman in 1982. The number of full time fishermen has stabilised in recent years while the number of part timers has declined in recent years.

Fishing provides employment and generates income in areas of the country which have few alternatives. Two thirds of the fishing catch is landed at the ports on the South Western, Western and North Western seaboards.

The Irish Sea Fisheries Board (Bord Iascaigh Mhara) was established under the Sea Fisheries Act 1952 and given overall responsibility for the development of the sea fishing industry. It provides financial, technical, educational, resource development and marketing services to the industry and has held responsibility for all aspects of training for the industry since 1978. The training services provided cover both the training of entrants to the industry and in service training. The National Fishery Training Centre at Greencastle, Co Donegal, in the north west of the country, is the focal point for training. The activities of the Centre are supplemented by the provision of short courses in fishermens' home ports, and this provision has been enlarged by means of a mobile training unit which contains a fully equipped lecture theatre and electronic equipment of the types currently used on fishing vessels. In this way workers in the industry can improve their technical competence without having to take time off from work during the fishing season.

In 1982 the course structure at the Training Centre comprised:

- Two Basic Deckhand Courses
- Two Advanced Deckhand Courses
- Continuous Courses for Certificates of Competency
- Three Shipboard Emergency Equipment Courses
- One Small Boat Handling Course

A total of 111 trainees completed courses at the Centre. All of these courses exceeded 100 teaching hours in duration and in the case of the Basic Deckhand Course, the teaching hours exceeded 400. In total 170 externally examined certificates were obtained from the Centre, 28 Certificates of Competency; 70 Limited Certificates in Radiotelephony; 72 First Aid Certificates. In addition in 1982, 40 fishermen attended courses or studied abroad and over 200 participated in courses in the Mobile Training Unit covering fishing boat electrical wiring and control systems, use of fish finding equipment and radio certification.

About sixty young people annually are currently given formal initial training in the industry. Recruitment is by means of competitive interview, with preference being given to applicants between the ages of 16 and 18 years. Trainees admitted under the scheme are assigned as necessary for preliminary trianing on board a fishing vessel selected by Bord Iascaigh Mhara. Shore training extended over a period of three months is subsequently provided at the National Fishery School. The shore training includes instruction in navigation, seamanship, communications, cookery, net making and general educational subjects. Providing the trainee receives a satisfactory recommendation from the class instructors at the close of the shore training period, the trainee is assigned to a fishing vessel for nine months to complete a total period of twelve months training. Training at sea relates principally to fishing techniques. While undergoing training, a trainee receives an allowance at the weekly rate of £33, accommodation is provided free of charge for the duration of the entire training period.

FORESTRY TRAINING

The Department of Fisheries and Forestry provides a three year training course for foresters who are expected when trained to work in the state forests. Because of cuts in public spending and an embargo on recruitment to the civil service no trainee foresters were taken on in 1982 or 1983. Twelve trainees were taken on in 1981 but, for the reasons detailed above, none has been taken on as foresters in the State forests. The cost of training is borne by the Department of Fisheries and Forestry and an additional forestry education grant is paid annually through the Department of Agriculture to the Faculty of Agriculture in University College, Dublin.

INITIAL TRAINING IN THE HOTEL, CATERING AND TOURISM INDUSTRY

The Council for Education, Recruitment and Training in the Hotel, Catering and Tourism industry, CERT, was established in 1963 to meet the personnel requirements of the hotel industry. In 1974 its sphere of activities was extended to the tourist and catering industries. CERT is a state sponsored body goverened by a Council representative of employer, trade union and educational organisations and government departments concerned with its function. CERT's training services come under two main headings - industry training and school training. It is described in more detail on page 94.

The school training division of CERT has responsibility for the recruitment of school leavers for formal training at hotel and catering schools, liaison with the schools, the development of

training courses and national certification and the placement of students for periods of industrial experience during training.

Demand for places on CERT formal training courses is high and in 1984 496 school leavers applied for 67 course places. In 1984 at twenty schools throughout the country a total of 2,539 people received formal training. Eighteen of these schools operate under the aegis of Vocational Education Committees.

The National Craft Curricula and Certification Board, established in 1982 by CERT and the Department of Education, approved a number of courses for national certification in 1984. The Curricula Advisory Committee of the Board initiated the development of national curricula for other craft courses and a major new programme for the training of professional chefs.

In co-operation with the training schools and industry, CERT arranges programmes of work experience for CERT trainees as an integral part of formal pre-entry training. A total of 1,477 placement were made in 1984 in 95 hotel and catering establishments.

TRAINING FOR THE PROFESSIONS

Most of the professional training in Ireland is supervised by State-recognised professional bodies which may or may not be in receipt of State funds. In general terms, the professional bodies set their own entrance and examination standards, and act as registration bodies whose accreditation allows the legal practice of a profession. In most cases, the professional bodies now seek to combine college and university training with practical experience in

the training of candidates. The principal professions in Ireland together with the major accrediting institution are:-

Doctors	The Medical Council
Dentists	The Dental Board
Veterinary Surgeons	Royal College of Veterinary Surgeons in Ireland
Pharmacists	Pharmaceutical Society of Ireland
Engineers	Institution of Engineers of Ireland
Lawyers	Incorporated Law Society
	Honourable Society of Kings Inn
Accountants	Association of Certified Accountants
	Institute of Certified Public Accountants in Ireland
	Institute of Chartered Accountants in Ireland
	Institute of Cost and Management Accountants
	Institute of Management Accountants
Architects	Royal Institute of the Architects of Ireland

CHAPTER FOUR

CONTINUING EDUCATION AND TRAINING

TRAINING IN INDUSTRY

When AnCO - The Industrial Training Authority was established in 1967 it was given a mandate to improve the standard of training at all levels in industry from management to operative within firms across each industrial sector. At an early stage AnCO set up statutory Industrial Training Committees covering engineering, construction, printing and paper, textiles, clothing and footwear, chemical and allied products, food, drink and tobacco. AnCO also established a Training Advisory Service.

Training of employees is primarily the responsibility of the employer. However an employer is encouraged by the state to provide training by means of the levy/grant system. All manufacturing and construction companies above a certain minimum size (approximately 15 or more employees) must pay a levy of 1% - 1%% of the wage bill, a maximum of 90% of which is refundable if approved training is undertaken. AnCO's role is to collect the levy, agree and monitor training programmes with industry and approve a refund of the levy if agreed standards are reached. Up to ten percent may be used by AnCO to administer the scheme with any remaining funds (surplus levy) being allocated to special training schemes. The levy is only colected from the manufacturing and construction industry. In 1982 4,199 firms were levied. The amount collected in the levy has been growing over the years in line with increased wage costs. In 1977 it was £5.4 million, in 1982 £11.7 million and in 1983 £12.2 million. Repayments, after administration costs etc., were £5.1 million in 1977, £10.7 in 1982 and £11.6 in 1983. The scheme is administered by AnCO's Training Advisory Service.

The Training Advisory Service has now developed in conjunction with the Industrial Training Committees, a wide range of services to advise and assist new and existing industries. AnCO's 168 Training Advisors in 1983 made 21,720 visits to over 5,200 firms to help them review their training plans and assess their training problems. The Training Advisory Service provides a direct training consultancy service to the Industrial Development Authority in support of all new and existing industry job creation projects in addition to support services to I.D.A. rescue projects. In 1983 £27.5 million in respect of just over 321 new industry grant applications was recommended for the training of 13,008 people. In addition, £12.5 million in respect of 161 domestic industry grant projects was approved to facilitate the training of 8,689 persons.

More than 87% of Ireland's manufacturing and construction workforce is employed by firms which with the stimulation and support of AnCO have established a formal training function.

ADULT AND CONTINUING TRAINING IN THE HOTEL CATERING AND TOURISM INDUSTRY

In addition to training young people wishing to enter careers in the hotel, catering and tourism industry. CERT also provides a business advisory service, in-company training, management training and training courses for unemployed adults.

The business advisory service is provided on a regional basis by a team of regional and specialist advisers. In 1984 company and departmental diagnoses were undertaken in 194 establishments designed to improve profitability, marketing and staff performance. In

company training in 1984 was provided for 3,509 people in 260 establishments and an additional 143 courses and seminars were organised for 1914 managers, proprietors and supervisors to give them practical assistance to help improve their business performance and operational standards.

A major programme in 1984 was the training of unemployed people, the majority of whom had no previous experience of catering. Basic skills training was provided for 592 unemployed people and, in conjunction with the National Manpower Service, 82% of these were placed in permanent or seasonal jobs.

MANAGEMENT TRAINING

The two major providers of management training and development in Ireland are AnCO and the Irish Management Institute (I.M.I). In addition the third level education sector also makes a contribution through post graduate courses in business related subjects.

AnCO's Training Advisory Service (TAS) assists firms to become more efficient and promotes the development of individuals skills. The TAS regularly conducts seminars and workshops for managers on appropriate topics. Special in-company training units have been established within the TAS to undertake in-company training projects on a fee earning basis. The service is specifically geared to respond to the training needs of industry with particularly emphasis on organising training programmes for small firms on an in-company basis.

The Technical Assistance Grants Scheme has been AnCO's main means of supporting management training and development in recent years. It was set up to encourage managers in Irish industry to develop their general management skills and to keep them on a par with their European counterparts. Assistance is offered by way of a grant up to 50% in respect of attendance at approved courses and £100 per trainer/consultant per day in respect of in-company work by external trainer/consultants. In early 1984 AnCO issued a discussion document called 'Management Training and Development in Ireland'. The document called for urgent action to improve managers' skills in a number of critical areas including strategic corporate planning, marketing - especially export marketing - and finance, while recognising that it is up to each organisation to determine its own specific needs. The discussion document suggest modifications in the Technical Assistance Grants Scheme and makes other proposals concerning future needs, provision, co-ordination and funding.

In 1976 AnCO initiated, in conjunction with the Irish Management Institute, a career development programme for redundant executives with the aim of facilitating their re-entry to management posts as soon as possible.

The Irish Management Institute

The Irish Management Institute (IMI) is the main supplier of management training in Ireland. It provides management development for managers from business and industry and is an independent organisation owned by its members. Its objective is to raise the standard of management in Ireland and it provides a comprehensive programme covering all the specialised functions of management. Approximately 90% of the largest companies in Ireland and around

60-70% of medium size companies are members. Relatively few of Ireland's very small companies, however, are members in relation to the large number of small companies in Ireland. The Institute is financed by business firms, by a grant from the Department of Labour, the European Social Fund and revenue from course fees.

In 1984 2683 people attended public programmes in areas such as business strategy, marketing, finance, personnel and information technology, and the Institute also runs a business development programme for small businesses. It operates in-company training courses as well with a total of 80 in-company assignments in 1984 involving 960 managers.

TRAINING FOR UNEMPLOYED ADULTS

While most of the participants on AnCO courses are aged 25 and under, the registered long-term unemployed are in the main aged 25 or over and AnCO programmes to date have not in general attracted applicants or participants to any major extent from the ranks of the older and long term unemployed.

Research studies have shown that AnCO programmes currently attract relatively few applicants or trainees from older long-term unemployed workers because they:

- are ignorant of what AnCO has to offer
- consider AnCO to be of little or no relevance to themselves

Consequently these trainees lack the motivation to apply for training.

In its Strategic Plan 1980 - 87 submitted by the Council of AnCO to the Minister for Labour in 1984, AnCO addressed itself to this problem. Projections of the labour force show an increase of 16,000 to 19,000 persons a year on average up to 1986 and 19,000 to 23,000 a year on average between 1986 and 1991 depending on different assumptions about emigration. While the overall growth rate is of obvious significance from a manpower policy point of view, changes in the age structure have important implications.

According to recent population projections, on the assumption of no change in recent migration patterns, the growth in the numbers aged 15-24 will virtually cease during the mid 1980's while the numbers aged 25 - 34 will continue to grow. AnCO fully subscribes to the view of the National Planning Board (articulated in its Proposals for Plan 1984-87) that it will become increasingly important to adjust policy strategy away from a simple emphasis on 15-24 year olds on first time job seekers, towards among others, those in their late 20's or early 30's who have not been successful in obtaining a foothold in career employment or older workers who have already experienced protracted unemployment or are at risk of doing so.

AnCO's strategy for unemployed experienced workers will attach the problem on a number of fronts:

- in terms of more directed information and publicity
- positive discrimination in favour of older applicants for training
- setting specific targets for training 25 year olds and older or employable skills courses
- new and adopted courses particularly those directed towards self employment

- a 'Fresh Start' programme for redundant workers and those unemployed for some time
- community based projects

In its National Plan published in 1984 the Irish Government proposed a number of measures to tackle the problem of employment experience and training for the long term unemployed.

- A New Social Employment Scheme will provide part time jobs for 10,000 long-term unemployed for one year providing local authority, tourism and educational support services among others. The projects must fulfil the criteria of being non-profit orientated, respond to clearly identified community needs and not be in substitution for existing employment. A financially attractive wage for a half week's work will be paid.

- A Training and Placement 'Alternance' Scheme will offer a combination of appropriate formal training with an element of on-the-job placement in a public or private sector firm or organisation. It will comprise alternating periods of AnCO training and periods of practical work experience in a work environment. The Scheme is intended to help the long term unemployed by restoring self confidence; developing initiative and job finding skills; helping acquire skills to becom self-employed; providing basic knowledge on setting up co-operatives and familiarising participants with the range of available State support. The period in the work environment will mainly be spent in manufacturing and service industries and the aim is to give 2.500 persons a six month training programme in the first full year of the Scheme.

AGRICULTURAL TRAINING AND EDUCATION FOR ADULTS

Adult or established farmers form an important part of ACOT's client group and courses are offered by the organisation through its network of agricultural education centres and agricultural advisers. Day release courses of up to 100 hours duration are provided at local centres and the course content reflects the local farming situation. Each enterprise adviser provides a course of about 25 hours duration for top priority clients, i.e. those with the inclination and opportunity to develop. These courses tend to be quite specific and to focus on topics on problems of immediate relevance to the participants.

TRAINING BY TRADE UNIONS

The trade union movement is involved in all aspects of vocational training in Ireland. Besides having a major input into training policy, the movement is concerned with education within trade unions and in training members and officials. The Irish Congress of Trade Unions, the central authority for the trade union movement in Ireland, has an Education and Training Service for its 87 affiliated unions which provides a comprehensive trade union education programme for shop stewards, officials and members of affiliated trade unions. Specialist lecture provide information and advice on such matters as protective legislation, the EEC, accountancy and finance. Some of the larger trade unions such as the Irish Transport and General Workers Union (ITGWU) and the Federated Workers Union of Ireland (FWUI) have their own training facilities.

ICTU and the larger unions are assisted in providing courses by a grant from the Department of Labour and Technical Assistance Grants from AnCO. In 1982, ICTU received £0.54 million from the Department

of Labour for education, training and advisory services - approximately 80% of which covers training as distinct from advisory work. ICTU's total income for education, training and advisory services was £0.88 million in 1982. In 1982-83 116 union training courses were run with over 2000 participants, while a wide variety of other special courses were also run such as tutor-training, worker directions, shop stewards, safety, women trade unionists etc.

The Irish Transport and General Workers Union is the largest trade union in Ireland and has a Development Services Division with its own Education and Training Officers. Education courses for members cover such topics as industrial relations, economics, labour law, communications and company accounts among others. The union spent approximately £0.46 million on training in 1983 towards which it received £0.26 million from AnCO's Technical Assistance Grants scheme. It also received a grant from ICTU, the majority of which was spent on advisory work. The total number of participants on training courses was 1,551 in 1983.

TRAINING FOR PUBLIC SERVANTS

The Institute of Public Administration (IPA) was founded in 1957 with the aim of promoting the study and improving the standard of public administration, developing a sense of voction in public servants and fostering mutual understanding between the public and public servants.

The Institute provides a wide range of services, mainly educational. It offers short-term courses on specialised subjects to the public service; its School of Public Administration provides a one-year, full time course in public administration at graduate level to

established officers at executive level in the public service. The Institute offers three part-time courses, recognised by the National Council for Educational Awards as forming a degree programme in Public Administration. The Institute also undertakes administrative research projects, engages in the training in practical administration of students from developing countries, provides a specialised library service, publishes books and periodicals dealing with Irish government and organises seminars and public lectures on public affairs.

In 1984 4,762 people participated in IPA courses compared with 2,242 in 1977, and total expenditure of the Institute in 1984 amounted to £2.6 million. The Institute receives a grant-in-aid from the Department of the Public Service and raises further income from fees, sales of publications and subscriptions.

TRAINING FOR THE DISABLED

The provision of vocational training for the disabled is the responsibility of the health service and the 1970 Health Act obliges each regional Health Board to make available services for the training of disabled persons. Training is provided in the main by voluntary organisations which are funded by the State and, where relevant, European Social Fund grants.

National Rehabilitation Board

The National Rehabilitation Board is the co-ordinating body of organisations involved in rehabilitation of disabled persons. It provides vocational assessment and guidance services, arranges appropriate vocational training and provides a job placement service.

The Board's only direct training involves the training of trainers whose courses are run in conjunction with AnCO. 116 people were trained in 1983 and expenditure is funded by the Government and the European Social Fund. The NRB processes all ESF claims made by organisations in Ireland for the vocational training of disabled persons for open employment. There are approximately 40 organisations operating in this area.

There are a number of other large voluntary bodies which provide training or sheltered employment for specific groups of disabled persons. For example, St Michael's House is a voluntary body which runs special care units, special schools, clinics and workshops for the mentally handicapped. It has 36 centres in the greater Dublin area providing services for approximately 1500 mentally handicapped adults and children.

A pilot scheme to train disabled persons in AnCO training centres was initiated in 1975 and it is now AnCO policy to set aside a proportion of its trainee places for the disabled. In 1982 over 300 such people were trained in AnCO centres.

In 1977 the Government introduced a quota scheme for the public service and set a target of reserving 3% of jobs for disabled people by the end of 1982. The implementation of the scheme is promoted by an Inter-Departmental Committee under the aegis of the Minister for Labour. The number of disabled persons at present employed by health boards is 352, by local authorities 215, and other state bodies 1509. While significant progress has been made with the quota scheme in the civil service, comparable progress has not been made in all sectors of the public service. At the end of 1983

there were about 7,930 places available in various centres throughout the country providing skilled and semi-skilled training activities and sheltered employment. These are distributed as follows:

	Approx. No. of places	
Rehabilitation Services	Residents	Day Attenders
Skill Training Centres	-	430
Community Workshops	-	1880
Special Category Workshops	3105	2515

One of the major gaps in current vocational rehabilitation services in Ireland is the lack of special provision for the re-training of persons who become disabled during their working lives. The continuing rise in the number of people injured in road traffic accidents and accidents at work or disabled through heart disease or illness has resulted in many people being unable to continue in their former occupation. Most of those involved are insured workers and inability to return to their former job usually qualifies them for long-term invalidity pension or similar benefits. The result is that there is often no financial incentive to seek re-training with consequential losses to the State and the community generally. While provision does exist in occupational injuries legislation for the payment of contribution towards the cost of rehabilitation services for persons entitled to disablement benefit in respect of occupational industry and disease (Social Welfare Consolidation Act, 1981), up to early 1984 no payments had been made under it.

In a Green Paper on services for disabled people published in 1984 an undertaking was given that:

'The Departments of Health and Social Welfare will review the philosophy underlying the application of the occupational injuries fund and the social insurance fund in relation to people who have become disabled during the course of their working lives. The review will take particular account of both the cost of rehabilitation and the potential for reducing the future outlay of the funds. In addition, the National Rehabilitation Board will initiate discussions with AnCO and vocational training organisations with a view to making better provision for the retraining of seriously injured workers'

The Rehabilitation Institute (REHAB)

Founded in 1950, the Institute is the major national voluntary organisation in the rehabilitation field. Its object is to provide vocational training facilities and community workshops for handicapped persons. Training and employment facilities are provided for people with physical or mental disabilities or handicaps in workshops throughout Ireland. The vocational training programme covers three major areas:

1) the assessment of trainees in a work situation vis-a-vis their suitability for a trade;
2) education and training of each person to the highest possible level;
3) on-the-job training through experience in the production of goods

The current development programme of the Institute provides for the establishment of a community workshop in each of Ireland's 26 counties. In addition, the Institute has a National Training

College and a National Training Centre in Dublin, the former for technical and business studies courses, the latter for industrial craft training.

The Institute is funded by sales of products made in its community workshops, state funds, and European Social Fund grants. The number of trainees has risen from around 600 in 1977 to 1500 in 1982. The number of training places in 1982 was approximately 1750 and sixty per cent of trainees are under 25.

CHAPTER FIVE

HISTORICAL EVOLUTION

The newly established Government of the Irish Free State appointed a Commission on Technical Education in 1926 which described the system of technical training in force and passed judgement on its value in meeting the needs of trade, industry and agriculture. Following a critical report, the system was completely reorganised by the Vocational Education Act of 1930. This Act established Vocational Education Committees in 38 areas with a membership representative of local educational, cultural, industrial and commercial interests selected by the local government authority. The functions of the Committees are to provide, or assist in the provision of, a system of continuing education and a system of technical education in their area.

By 1943 two main types of 'vocational education' were being provided: (a) continuing education and (b) technical education. The former was whole-time instruction in certain literary and scientific subjects, the latter consisted of whole-time or part-time courses and evening classes in trades, manufactures, commerce and domestic economy.

The Commission on Technical Education also recommended the apppointment of apprenticeship committees for the skilled trades consisting of representatives of employers and workers, with representatives of the Departments of Education and Industry and Commerce, and an independent chairman; the committees would regulate apprenticeship, the form of technical training required, and all other matters connected with the training of workers. Accordingly, the Apprenticeship Act (1931) was passed, giving power to the

Minister for Industry and Commerce to set up Apprenticeship Committees which were then authorised to make representations to the Minister for Education for the provision of appropriate technical courses.

The resulting system of Vocational training was examined by a Government Commission in 1943 which found that the 1931 Apprenticeship Act had not been worked with success, and that while some sectors of industry had organised apprenticeship systems, improvement and extension of such training was required.

The need for change was reinforced by the Commission on Youth Unemployment (1951) which recommended the establishment of a National Apprenticeship Committee, apprenticeship schemes and more effective measures for the training, instructing and testing of apprentices.

A new Apprenticeship Act was passed in 1959 applying to all trades and industries, except agriculture, the professions and clerical occupations. A National Apprenticeship Board (An Cheard Chomhairle) representative of employer, trade-union and educational interests was established in 1960 to supervise the operation of the apprenticeship system.

In the late 1950's and early 1960's Ireland entered an era of increased industrialisation and adopted a policy of export led growth. A seminal report published in 1958 called Economic Development was followed by considerable development of vocational training. In 1963 a Farm Apprenticeship Board was established to provide the practical training of apprentice farmers, while the Irish Tourist Board set up a permanent organisation, representative of the

hotel and catering trade entitled the Council for Education, Recruitment and Training (CERT) to raise standards in the hotel and catering industries.

At the same time, vocational training of adults had begun to be accepted as an integral part of Government policy. The 1962 recommendation of the International Labour Organisation concerning vocational training was accepted by the Irish government in 1963, and this led to an inter-departmental committee which considered the question of re-training and re-settling unemployed workers. This committee proposed the establishment of a new State-sponsored body to administer the scheme of re-training and re-settlement and a second body, the National Industrial Economic Council, reported in March 1965 incorporating these proposals in a detailed consideration of manpower and training issues.

The result was a Government announcement in a White Paper on Manpower Policy in October 1965 of its intention to establish an Industrial Training Authority. Subsequently the Industrial Training Act was passed in 1967 repealing the 1959 Apprenticeship Act and establishing an Industrial Training Authority (An Chomhairle Oiliuna - AnCO) which had extensive powers including those previously held by the National Apprenticeship Board. During the same period the Department of Labour was created (1966) which had overall responsibility for manpower policy including training.

With the exception of the Vocational Education Act of 1930, there was no significant change in the education system from 1924 to the 1960's. Then, with the help of the OECD between 1962 and 1965, a comprehensive survey of Ireland's educational system was undertaken

with a view to examining 'the present and future requirements of scientific progress and economic growth'. The survey results were published in 1966 in a comprehensive policy and planning report called Investment in Education. Since its publication there have been major changes in the system of education at second level, one of the most significant being the introduction of a system of 'free' secondary education in 1967 and a restructuring of courses in vocational schools which established parity between the two sectors of second level education. With the emergence of community and comprehensive schools in the late 1960's and early 1970's, sharing features of both secondary and vocational schools, together with the introduction of some technical subjects as choices for the Leaving Certificate examination, there has been an attempt to increase the technical and vocational content of education in Ireland.

A joint OECD/Department of Education report published in 1964, 'The Training of Technicians in Ireland', led to the establishment in 1966 of a Steering Committee on Technical Education which reported in 1967 with recommendations concerning a programme for the construction of Regional Technical Colleges. Since then, nine Regional Technical Colleges have been opted combining second and third level technical and technological education, concentrating mostly on technician training and other third level activities. The National Council for Educational Awards was set up in 1972 to award degrees and diplomas in the vocational education area.

Agricultural training was reorganised in the 1970's with the establishment of ACOT (An Chomhairle Oiliuna Talmhaiochta/Council for Development in Agriculture) under the Agriculture Acts 1977 and 1979). As the national body providing education, training and

advice in agriculture, ACOT replaced and integrated the advisory services previously provided by the twenty-seven county committees of agriculture and the education and specialist advisory services of the Department of Agriculture.

Throughout the 1970's there was increasing emphasis on technological education. As a result of the report of a sub-committee on skill shortages in industry which reported to the Manpower Consultative Committee chaired by the Minister for Labour in 1979, the Government decided to fund a major expansion of the technological departments of the various third-level institutions did in the first years of the eighties.

Recent Developments

Since Ireland's accession to the EEC in 1973, one of the most significant developments in the financing and development of vocational training has been the contribution of funds from the European Social Fund. Flows from the Social Fund have rised from £4.1 million in 1973 to £53.5 million in 1980, net approvals for 1983 amounted to £123;52 million while for 1984 net approvals will be approximately £158 million. AnCO is the major beneficiary, and Social Fund support led to a rapid increase in expenditure on training during the 1970's.

As the problem of youth unemployment worsened throughout the late 1970's and early 1980's the Government felt a need to establish a central authority with a mandate to bring a unified and concerted approach towards assisting in the solution of the problem of youth unemployment. Accordingly, the Youth Employment Agency was established under the Youth Employment Agency Act, 1981 to provide

for the training and employment of young people, principally those over 15 and under 25 years of age. The Youth Employment Agency is described in more detail on p 87.

Proposals on how a Social Guarantee Programme for young people should be implemented were published in August 1984. Unemployed young people will have access, as of right, to training or work experience within the Guarantee programme, and it is expected that 10,000 young people will be involved.

The Youth Employment Agency has responsibility for developing the programme whose two priority groups are

- School-leavers at or before Intermediate or Group Certificate level and
- Other young people who are unemployed and in need of qualifications to secure employment

There are at present about 21,000 young people in the priority category entering the labour market each year. Approximately half of these are still unemployed after six months and the Agency's proposals focus primarily on these. Implementation of the Programme will, therefore, involve a guarantee of access for up to 10,000 young people each year for a period of 6 - 12 months training or work experience. This approximates to about one third of all training and work experience provision funded by the Youth Employment Levy. The Guarantee will be extended to all early school leavers in September 1985.

CHAPTER SIX

RESPONSIBILITIES

The following are the major bodies involved in planning, organising and providing vocational education and training in Ireland.

MANPOWER AND EMPLOYMENT INSTITUTIONS

Department of Labour

The Department of Labour is the Government department responsible for manpower policy (including youth affairs), the administration of placement and occupational guidance functions through the National Manpower Service, the provision of a Careers Information Service and the operation of a Manpower Information Service. The Department provides the point of contact with the Youth Employment Agency and is the main policy maker in the area of vocational training and its developments. The provision of programmes of vocational training and retraining of workers is subvented by the Department and operated by AnCO and CERT, although the Department is directly involved in administration of the Work Experience Programme, the Enterprise Allowance Scheme, the Employment Incentive Scheme and TEAMWORK (See p 43 - 45).

In the international arena the Department of Labour is involved in the formulation of social and employment policy measures in the European Community. It also formulates and transmits to the European Commission all Irish applications for assistance and claims for payment from the European Social Fund towards the cost of training, retraining and resettlement of workers.

Individuals seeking training apply directly to AnCO or are referred by the National Manpower Service (NMS). The NMS is the Department of Labour's employment agency operating nationwide through a network

of 44 offices. Its main functions are to find the right jobs for people and the right people for jobs. Placement Officers of the NMS are specially trained and have wide experience of commerce and industry. The NMS handles all types of vacancies: management, professional, technical, skilled, semi-skilled, unskilled and those for first time job seekers.

Youth Employment Agency

The Youth Employment Agency was established in 1982 to provide for the training and employment of young people - principally those over 15 and under 25 years of age. The functions of the Agency include responsibility for the establishment, development, extension, operation, assistance, encouragement, supervision, co-ordination and integration, either directly or indirectly, of schemes for the training and employment of young persons. The Memorandum of Association of the Agency requires the Agency to act under the Minister for Labour as the body having overall national responsibility for the furtherance of the employment of young persons.

The Agency's main priorities include:

- Ensuring that the Youth Employment Levy (raised by a 1% levy on all incomes) is spent between job-creation, training, work experience, and special employment measures, in a way that reduces the burden of youth unemployment.
- Job creation through the development of enterprise and a commitment to self-help among the young and in communities.
- Providing a 'second chance' mechanism to locate and deliver services for the young unemployed for whom the mainstream education and training structures have proved inadequate.

Early in 1983, 'A Policy Framework for the '80's was published outlining the context in which the Agency must operate and identifying policy priorities.

Given its mandate and the economic and social environment within which it will operate during this decade, the Agency stated that it is dedicated to:

- making a net contribution to the process of job creation;
- ensuring that young people have the basic education and training to enable them to find a place in the labour force and to adapt to changing employment circumstances in the future:
- creating a safety net which can locate and provide a 'second chance' for those for whom the mainstream education and training structures have proved inadequate;
- developing a co-ordinated approach by the various manpower agencies to youth issues.

PRINCIPAL AGENCIES INVOLVED IN VOCATIONAL TRAINING

AnCO - The Industrial Training Authority

AnCO is the principal state funded training agency in Ireland and deals with both the training of employees and the training of apprentices and unemployed adults. AnCO is funded by the Central Exchequer through the Department of Labour, a large percentage of these funds come from the Youth Employment Levy with further funding coming from the European Social Fund.

Description of AnCO

The general functions of AnCO, as set out in the Industrial Training Act of 1967 are:-

1) to provide for the training of persons for the purpose of any activity of industry and
2) to promote, facilitate, encourage, assist, co-ordinate and develop the provision of such training by such means as AnCO considers necessary or desirable

The overall aim of AnCO is to promote and provide training to help achieve national objectives and by so doing to assist individuals to secure satisfactory employment and businesses to be more successful.

Organisational Structure

The Council is AnCO's decision making body and consists of a Chairman and thirteen ordinary members appointed by the Minister for Labour. The ordinary membership of the Council is made up of five employer representatives nominated by various employer bodies, five worker representatives, nominated by the Irish Congress of Trade Unions, one educational representative and two representatives of the Minister for Labour.

The Council is assisted and advised in the discharge of its duties by seven Industrial Training Committees. Each Committee is representative of the appropriate employer and worker organisations and educational interests. Each has its own independent chairman and is responsible for its own particular industrial sector. Committees in operation at present are: Textiles, Clothing and Footwear, Food, Drink & Tobacco, Construction, Engineering, Printing and Paper, and Chemical & Allied Products.

The day to day administration of AnCO is managed by the Director General who is directly responsible to the Council. Reporting to him are the five Directors of Personnel, External Training, Training Advisory Services, Training Centres and Finance and Administration. The Deputy Director General has a particular responsibility for strategic planning and the Planning, Research and Development Division.

For persons in employment it is Government policy that the first responsibility for training and development falls on individual firms: AnCO's policy is to encourage and assist firms to meet this responsibility.

In relation to individuals, where training and development needs exist which are not adequately met, it is AnCO's policy to meet those needs by direct action following consultation with other interests concerned. In carrying out these policies, AnCO uniquely provides,

- for the promotion of the training of the employed mainly through the assistance of the Training Advisory Service
for the training of the unemployed in its Training Centres and subcontracted facilities.

AnCO is involved in the following major activities:

1. Training Advisory Service

The work of the Training Advisory Service includes company visits, promotion of levy/grant schemes, consultation with the industrial training committees, co-ordination of training

facilities, responsibility for apprenticeship training and validation of training grants for the Industrial Development Authority.

2. Industrial Training Centres

AnCO provides training facilities at its 18 industrial training centres for the training of unemployed and redundant workers, as well as the initial training of apprentices and special courses aimed at up-dating the existing skills of workers. The AnCO Training Centre network has increased considerably in its coverage and range of activities since the first adult training centre was established in 1968.

In its new training centres AnCO is providing ccourses that show a move away from the traditional type of course towards courses reflecting changes in technology. In its Loughlinstown Training Centre in Dublin, AnCO specialises in training for new technologies and the development of computer based learning is being researched. AnCO is emphasising the concept of training for 'families of jobs' which will help the trainee to be versatile and increase their employment prospects.

Just over 23,000 people of all ages were trained by the Training Centres Division of AnCO in 1983 and of the 9,200 people trained on mainline training courses, 61% were placed in employment.

3. Apprentice Training

The training of all registered apprentices is one of AnCO's statutory responsibilities and a number of trades have been 'designated' as a statutory trades for apprentice training purposes. For further information on apprenticeship see p 47-50.

4. External Training

In 1979 AnCO set up a new operating Division to provide training for unemployed people. The External Training Divison seeks out spare training capacity in the industrial, commercial services and educational sectors. The method used, to subcontract the training to outside or external agencies, enables AnCO to provide a very flexible, responsive and wide ranging set of training programmes. Since it has been set up the Division has increased its level of training activity from just over 1000 trainees in 1979 to in excess of 14,000 in 1985.

While nearly 200 different courses have been developed in this time, an increasing emphasis has been placed recently on enterprise type courses such as 'Start your own business', youth enterprise programmes, product development, design and export marketing courses.

Planning, Research and Development Division

The Planning, Research and Development Division was set up primarily to undertake the research and development activities needed by AnCO to meet its economic and social objectives, and to assist in the planning of policies best designed to meet those objectives.

Within this broad aim, the Division has six main objectives:

(i) to provide decision makers in AnCO with the kind and level of information, appraisal of issues, and evaluation of problems that will best support policy formulation and decision making functions at national and international levels;

(ii) to develop and assist in applying quality assurance including standards and best practice - in respect of all training carried out by, and on behalf of, the organisation;

(iii) to develop and assist in implementing AnCO's policy and procedures on testing and certification;

(iv) to provide for operating divisions within AnCO technical information and support services, analytic and other skills that will best support their planning, decision making and training functions;

(v) to pilot, test and coordinate new pedagogic approaches and methodlogies, including open learning, computer based training;

(vi) to research and where appropriate design training materials for all programmes significantly affected by technological, economic or social change.

AnCO has trained over 170,000 people in the last 15 years; since 1980 throughput has grown by over 55% while staff numbers have risen by 17%. The total number of adults and apprentices AnCO expects to train in 1985 is 38,000.

The total cost of AnCO's training activities has risen along with the numbers trained, £115 million is expected to be spent in 1985 compared with £61 million in 1982. Considerable support for AnCO's training activities has come from the European Social Fund which in recent years has contributed just over 50% of funds spent by the organisation.

CERT - The Council for Education, Recruitment and Training for the Hotel and Catering Industry

CERT is responsible for meeting the manpower and training needs of the hotel, catering and tourism industry. It provides training for school-leavers and unemployed young people who wish to enter the industry and its programmes also include the training of those already employed in the industry. The Council receives funding from the Central Exchequer which includes European Social Funds. Funds towards youth training come from the Youth Employment Levy and are administered by the Department of Labour.

ACOT - Council for Development in Agriculture

ACOT is responsible for development in agriculture through the provision of agricultural education, training and advice. It

is also involved in subventing training both in its own colleges and in private agricultural colleges. ACOT receives financial assistance from the Department of Agriculture by means of a grant-in-aid.

ACOT also receives assistance from the European Social Fund and the Youth Employment Levy which has enabled it to extend its training for young farmers.

PRINCIPAL AGENCIES INVOLVED IN VOCATIOAL EDUCATION

Department of Education

The Department of Education is responsible for the administration of public education, primary, post-primary and special education. State funds for universities and colleges are channelled through the Department.

Vocational Education Committees

These are statutory committees of county councils and certain other local authorities with responsibility for the provision of technical and continuation education and training. They were established under the Vocational Education Act 1930. There are 38 VEC's providing ordinary second level courses, secretarial courses, pre-employment courses, third level courses to certificate, diploma and degree levels and they are the primary providers of adult education in Ireland. VEC's have their own corporate status and do not come within the system of city and county management. They provide grants and scholarships and also aid in special education programmes, curriculum development and are represented on the boards of management and teacher selection boards of community schools.

A network of regional technical colleges and Colleges of Technology under VEC management provide a wide variety of technical courses at certificate, diploma and degree level.

Higher Education Authority

The Higher Education Authority has responsiblity for the funding of universities and designated third level institutions and the development of third level education to meet the needs of the community. It has an advisory role in relation to all third level education and reports to the Minister for Education.

National Council for Eduational Awards

The National Council for Educational Awards is the State agency responsible for the development and promotion of technical, industrial, scientific, technological and commercial education and education in art and design outside the universities. The Council approves courses, grants and confers degrees, diplomas, certificates and other educational awards. It aims to establish and maintain high standards in courses and ensure that courses will have a practical relevance and career orientation.

OTHER AGENCIES AND ORGANISATIONS WHICH PROVIDE TRAINING IN SPECIFIC AREAS

Dublin Institute of Adult Education (D.I.A.E.)

The Institute is involved in different types of programmes which include initial training and education for disadvantaged young people and second chance education for those in jobs who wish to expand their knowledge and skills in areas such as business studies, public speaking, language etc. It receives state funds given through a

grant-in-aid and directly from AnCO and the Y.E.A. The Institute is also eligible for E.S.F. aid.

National Rehabilitation Board (N.R.B.)

The Board advices the Minister for Health on all matters relating to rehabilitation and co-ordinates the work of bodies engaged in rehabilitation. The Board's only direct training involves the training of trainers whose courses are run in conjunction with AnCO. (For more detailed information see p. 71).

The Rehabilitation Institute (REHAB)

The Institute is the largest training agency for the disabled in Ireland. Its sources of finance are the Department of Health and the European Social Fund. (For more detailed information see p 74)

Bord Iascaigh Mhara (B.I.M.) - The Irish Sea Fisheries Board

The board's training services cover both the training of new entrants to the fishing industry and in-service training. Training is funded by a state grant-in-aid and European Social Fund assistance.

Industrial Development Authority (I.D.A.)

The Authority has national responsibility for the furtherance of industrial development. It has various functions including the provision of grants and other financial facilities for new and existing manufacturing and technical service industries and the provision of training grants towards the costs of training workers. The Authority is funded by the Department of Industry, Trade, Commerce, and Tourism and also receives assistance from the European Social Fund.

Shannon Free Airport Development Company (S.F.A.D.C.O)

The Company's current objectives include the growth of Shannon Airport in trade, passengers and services, and the development of systems to stimulate growth of small indigenous industry in the mid-west region. Support programmes include the provision of small industry management training. The company receives funds from the Department of Industry, Trade Commerce, and Tourism and the ESF.

Udaras na Gaeltachta

This semi-state body was established to encourage the preservation and extension of the Irish language in the Gaeltacht and to establish, develop and manage industries and productive schemes of employment in that area. Incentives include the provision of grants towards training costs. The Udaras is funded by the State through the Department of the Gaeltacht and receives grants from the E.S.F for its various training schemes for new industries.

Institute of Public Administration (I.P.A.)

The Institute provides training and education for public servants. Towards this end it receives a grant-in-aid from the Department of Public Service. It also provides training for unemployed persons on contract to AnCO.

Irish Mangement Institute (I.M.I.)

The Irish Management Institute is a voluntary independent organisation owned by its members. Its brief is to develop effective managers for Irish businesses in order that the maximum benefit can be gained for economic and industrial development opportunities. It runs a wide range of courses for managers as well as courses for redundant managers in management development which are

run in conjunction with AnCO. Its funding comes from a variety of sources including a state grant from the Department of Labour and E.S.F. aid. Further assistance is available from the technical assistance grants (T.A.G.) scheme for which some I.M.I. course participants are eligible.

College of Industrial Relations (C.I.R.)

The college is an independent body whose function is to promote trade union studies and industrial relations education and training. It receives funding from the Department of Labour and AnCO, with a further indirect subsidy from the Jesuits. Course participants are also eligible for Technical Assistance Grants from AnCO.

Irish Congress of Trade Unions (I.C.T.U.)

ICTU runs many training courses which the State helps to fund by means of a grant-in-aid from the Department of Labour. Course participants are eligible for Technical Assistance Grants from AnCO.

Irish Transport and General Workers Union (I.T.G.W.U.)

The Union receives Technical Assistance Grants from AnCO and further assistance from the I.C.T.U., the majority of which is spent on advisory work.

Federated Workers Union of Ireland (F.W.U.I.)

This union also provides training courses for its trade union members. They are aided in this by a grant from the Department of Labour, the AnCO Technical Assistance Grants scheme and a small grant from the I.C.T.U.

THE SOCIAL PARTNERS

The social partners play an important role in formulating training policy and the delivery of training in Ireland and the Industrial Training Act of 1967 which established AnCO placed a strong emphasis on the need for AnCO to consult with employer and worker organisations and other interested parties in carrying out its functions. The social partners are fully represented on the Council of AnCO, the organisation's decision making body to which the Irish Congress of Trade Unions nominates five members and employer bodies also nominate five members. The Council of AnCO is assisted and advised in the discharge of its duties by seven Industrial Training Committees. Each of these Committees is also representative of the appropriate employer and worker organisations. Other state supported bodies involved in vocational training such as The Youth Employment Agency, ACOT, The National Rehabilitation Board and the Institute of Public Administration have trade union, staff management or employer representation on their Boards.

The Irish Congress of Trade Unions (ICTU) is the central authority for the trade union movement in Ireland. There are 89 unions affiliated to Congress with a total membership of 653,000. The three big general unions, Irish Transport and General Workers Union (ITGWU), Amalgamated Transport and General Workers Union (ATGWU) and the Federated Workers Union of Ireland (FWUI) represent about 40% of the affiliated membership. Four other large unions represent a further 13% affiliated membership.

The main function of ICTU is to co-ordinate the work of trade unions operating in Ireland. It is represented on Government advisory bodies and it proposes and names representatives of labour for nomination to a number of bodies such as AnCO. It co-ordinates union action through industrial committees and groups and it assists unions in the resolution of industrial disputes. When requested by affiliated unions it engages in negotiations on pay and conditions with employers organisations.

The Federated Union of Employers (FUE) is the representative organisation of the management side of industry and business in all matters relating to industrial relations, labour and social matters. Its policy is the promotion of sound industrial relations and it is financed solely by subscriptions from member companies. The FUE consults and negotiates on behalf of member companies with the government and the ICTU on matters of national concern in labour and social affairs. In matters of manpower and training the FUE is represented on the Council of AnCO and on its Industrial Training Committees. The FUE advises its members on industrial training and is also represented on the Board of the Youth Employment Agency.

The Confederation of Irish Industry (CII) is the national organisation representing industry in matters of trade, economics, finance, planning, taxation and development. Through its direct and affiliated membership of firms and associations it represents a comprehensive cross-section of both private and state sponsored enterprise. It represents these interests in relations with government, the public and international organisations. Two of the five employers' members on the Council of AnCO are jointly nominated by the CII and the FUE. The other three employers' members are

nominated by the Construction Industry Federation, the Society of the Irish Motor Industry and jointly by the Irish Printing Federation/Irish Master Printers Association respectively.

CHAPTER SEVEN

FINANCE

This chapter is mainly based on a 1984 report by Candy Murphy of AnCO's Planning, Research and Development Division prepared for CEDEFOP on State funding of vocational education and training in Ireland.

The Department of Labour and the Department of Education are the principal allocators of state vocational education and training funds; the main sources of funding for the training of individuals being the Central Exchequer, the Youth Employment Levy and the European Social Fund and the main spenders being AnCO, the National Rehabilitation Board, the Industrial Developent Authority and the Vocational Education Committees. Funding of training by employers has developed with the aid of state intervention in the form of various grant systems including the imposition of a levy/grant system. Central Exchequer funds are allocated through the Government departments to the various training agencies by means of grant-in-aid.

Significant changes in the system of financing training occurred in recent years with the introduction of a youth levy and the creation of the Youth Employment Agency (1982). The Levy is payable on all private income at a rate of 1% to be used to provide training and work experience for young people.

The Levy is now the main source of state finance for youth training programmes. Training for older members of the labour force continues to be funded through traditional government grants. Both these forms of state finance attract additional financial support from the European Social Fund.

European Social Fund

In 1973 Ireland joined the EEC and became eligible for support from the European Social Fund - ESF. Net approvals in respect of operations carried out in Ireland in 1983 amounted to £123.52 million with the overall total received from the Fund from the time of Ireland's accession to the EEC up to 1983 being £326.4 million.

The increased allocation from the ESF during recent years is a result of the extension of the Fund to cover new categories of workers, and of Ireland's status as a 'super priority' region.

AnCO - The Irish Industrial Training Authority is a major beneficiary from the Fund receiving approximately 43% of the total Irish allocation in 1980. In 1983 £53.43 million was allocated for grant approvals and in 1984 it is estimated that out of AnCO's total budget of £105.5 million, £56.6 million will be received as funding from the ESF.

Other beneficiaries of the ESF include the Department of Education which received £15.39 million in grant approvals in 1983 as funding for technical courses at third level and a number of pre-employment training schemes for young people. In 1983 organisations involved in training the handicapped received £22.77 million, the Industrial Development Authority received £10.7 million, the National Manpower Service £5.67 million, the Council for Education, Recruitment and Training for the Hotel, Catering and Tourism industries (CERT) £1.76 million, Shannon Free Airport Development Company £0.58 million, the Irish Management Institute £0.49 million, Udaras Na Gaeltachta (training in Irish speaking regions) £0.99 million while £2.70 million was set aside for operations funded directly by the Youth Employment Agency.

(Figures quoted are based on those printed in the Dept. of Labour, Manpower Information Bulletin Vol. 6. No. 1. November 1984).

FIGURE 3

ALLOCATING ROLE OF THE DEPARTMENT OF LABOUR

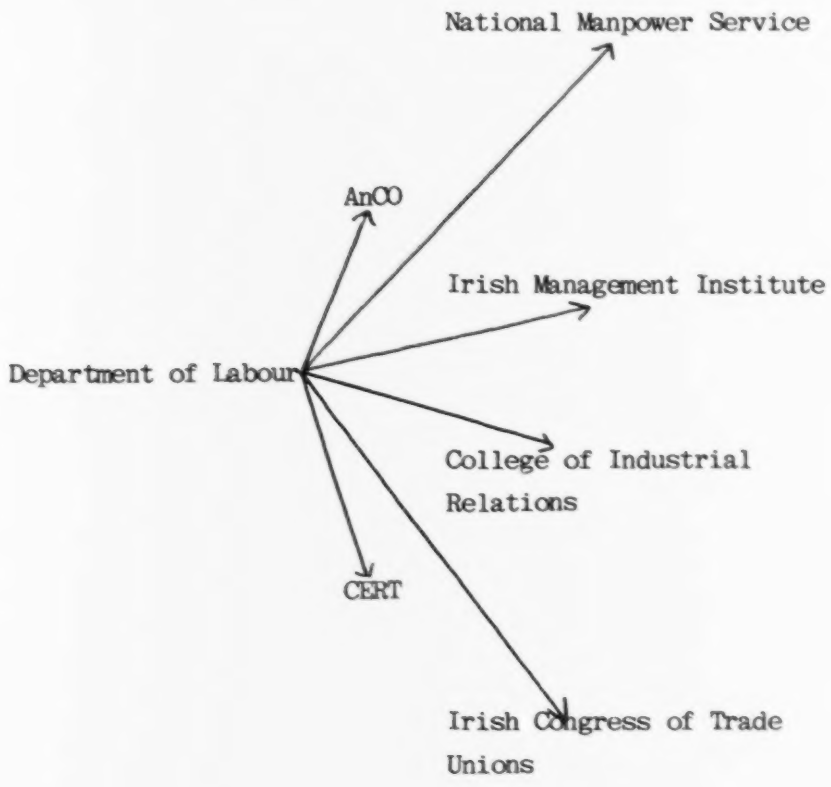
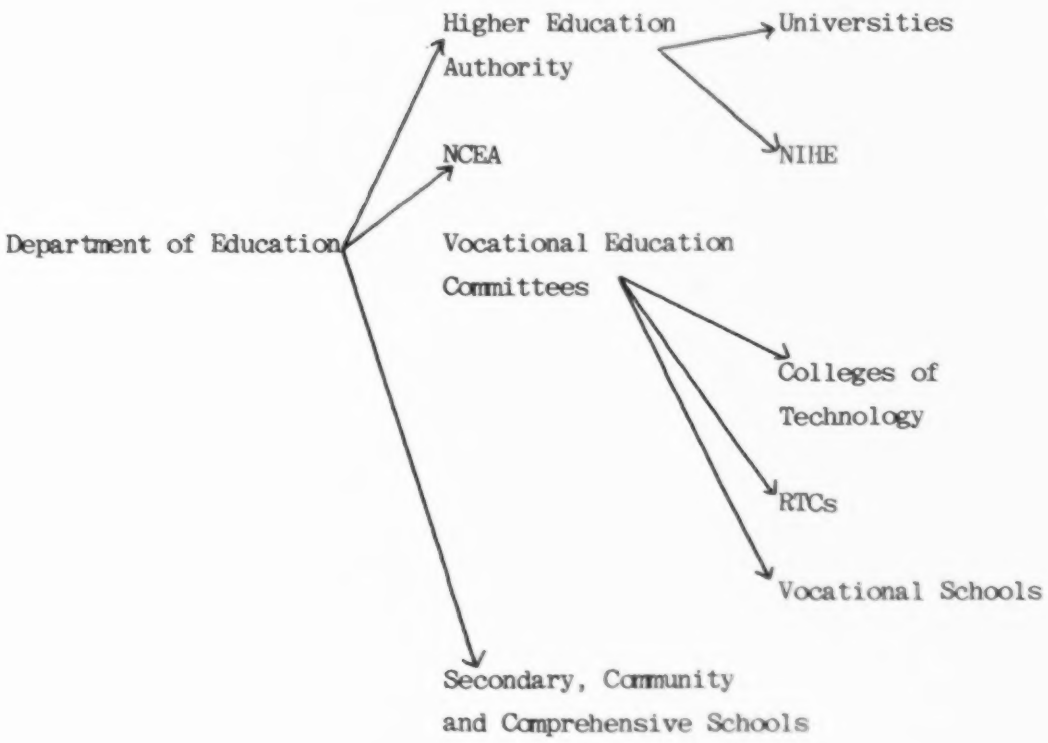


FIGURE 4

ALLOCATING ROLE OF DEPARTMENT OF EDUCATION



OTHER ALLOCATORS OF STATE TRAINING FUNDS

ALLOCATOR	SPENDER
Department of Public Service	Institute of Public Administration.
Department of Health	National Rehabilitation Board
	Health Boards
	Voluntary Organisations
	Hospitals (Nurse Training)
Department of Environment	Dublin Institute of Adult Education
Department of Agriculture	ACOT Universities
Department of Fisheries and Forestry	Bord Iascaigh Mhara
Department of Industry and Commerce	Industrial Development Authority

Table 23

Allocation of Youth Employment Levy Funds 1984
(including 1983 carry-over)

	£ million
AnCO	38.284
CERT	1.683
Department of Labour:	
TEAMWORK	5.545
Work Experience Programme	8.729
Enterprise Allowance Scheme	0.4
National Manpower Service	0.233
Environmental Works Scheme	4.0
Department of Education	
Pre-employment/Secretarial	14.8
Youth Employment Agency	14.1
Health Boards	0.2
Unallocated	3.793
TOTAL	91.767

SPENDERS OF STATE VOCATIONAL EDUCATION AND TRAINING FUNDS

There are a variety of state and state-sponsored agencies involved in the spending of training funds as well as a number of private agencies who receive some state subvention towards running their courses.

Within the educational system there are a number of different institutions with varying emphasis on vocational and academic education for different levels of students, e.g. Regional Technical Colleges, National Institutes of Higher Education, Universities etc.

The principal training agencies in Ireland are described in Chapter six.

The total estimated state and European Social Fund subvention towards vocational education and training in 1977, 1982 and 1983 is shown below. Expenditure on Vocational Education and training by the state has increased over the period 1977 to 1983 by over 250%, or 64% in constant price terms.

Table 24

	STATE			ESF		
	Current	Capital	Total	Current	Capital	Total
1977	68.98	9.61	78.59	12.74	0.40	13.14
1982	211.19	32.11	243.30	75.66	4.10	79.76
1983	253.59	26.68	280.27	98.59	3.65	102.24

Source: State Funding of Vocational Education and Training in Ireland - C Murphy

Notes:

i State expenditure includes Youth Employment Levy and Grant-In-Aid.

ii Where possible actual expenditure figures are used. In a small number of cases however the approved grant-in-aid figure has been used.

iii The figures exclude headquarter cost for vocational education provision. These amounted to £0.78M, £1.12M and £1.03M in 1977, 1982 and 1983 respectively.

iv 1983 figures exclude fisheries and forestry and union training expenditure (figures not available).

v ESF figures include FEOGA Grant to ACOT.

vi Figures have been amended to allow for double counting (e.g. AnCO expenditure on training in other institutions)

vii In the case of the disabled, figures on eligible expenditure and approved ESF aid have been used. Eligible expenditure amounted to £5.3M, £36M and £52M in 1977, 1982 and 1983 respectively.

State Expenditure as a Proportion of Total Expenditure

The proportion which State and ESF expenditure forms of the total expenditure is high. Taking state and ESF funding this amounted to 88% of total non-capital expenditure in 1977 rising to 91% in 1983 (See Table below). The state proportion of the total has therefore increased over the years with private expenditure in 1983 accounting for only 9% of the total.

Table

Source of Funds	Year 1977		1982		1983	
	£M	%	£M	%	£M	%
State	68.98	74	211.19	66	253.59	66
E.S.F.	12.74	14	75.66	24	98.59	25
Private	11.38	12	31.26	10	33.99	9
TOTAL	93.10	100	318.11	100	386.17	100

Source: State Funding of Vocational Education and Training in Ireland - C Murphy.

Notes: i Trade Unions expenditure has been excluded from 1977 and 1983 as information was not available.

ii Private refers to fees, subscriptions etc. It also includes levy collected by AnCO under the levy/grant scheme.

iii NRB figures refer to eligible expenditure. (See footnote vii to previous table).

Age Analysis of Expenditure

In relation to funding of training, efforts were made to break it down by age group in order that variations in provision by age could be highlighted. As the Youth Employment Levy covers expenditure up to the age of 25 the analysis shows over and under 25's. In a number of cases estimates of the proportion spent on the two age groups had to be made. This was done in consultation with the organisations included. The Table below shows estimated total expenditure by age group. It therefore includes private funding of training.

Figures are given in percentage terms only, as some expenditure was not available by age, particularly, new and domestic industry training grants, levy/grant, capital expenditure and subventions by the organisations covered to other bodies. All vocational educational expenditure is assumed to be for under 25's and is not included in the analysis.

The table below therefore shows the results of an analysis of the costs of various training programmes taking into account the estimated proportion of under and over 25's on each programme, overheads being distributed on a pro rata basis.

Table 26

%

AGE	1977	1982	1983
Under 25	78	73	75
Over 25	22	27	25

Notes: i The analysis excludes AnCO's expenditure on the employed, levy grant expenditure, new and domestic industry training grants and union expenditure in 1977 and 1983 as no such breakdown of these expenditures was available.

ii Capital expenditure has been excluded.

iii Figures exclude expenditure within the educational system.

iv NRB figures are included. They refer to eligible expenditure (See footnote vii page iii).

The figures reveal a fluctuation in the proportion of training expenditure going to the under 25's with a shift away from the under 25's between 1977 and 19982 and back towards them in 1983.

On average approximately 75% of expenditure is for training the under 25's. Inclusion of new and domestic industry training grants and levy funds might however reduce the proportion of total expenditure on the younger age groups.

Further analysis of training expenditure figures over the period 1977-1983 shows a declining proportion of expenditure being spent on those in employment going from 29% in 1977 to 14% in 1983.

The Table below compares estimates of training expenditure by sector with employment distribution by sector in the given years.

Table 27

Training Expenditure by Sector Compared to Employment by Sector

	1977		1982		1983	
	% Training Expend.	% Empl-ment	% Training Expend.	% Empl-ment	% Training Expend.	% Empl ment
Agriculture, Forestry and Fishery	12	21	8	17	7	17
Industry	63	31	62	31	64	29
Service	25	48	30	52	29	54
	100	100	100	100	100	100

Source: Employment figures NESC No. 75

The table indicates a continuing emphasis on the manufacturing sector with a reduction in the proportion going to the agricultural sector and a commensurate increase in the proportion going to the services sector.

CHAPTER EIGHT

TRENDS

Rapid recent population growth, economic recession, high unemployment, and curtailed public spending will ensure that attention will continue to be focussed on vocational training in Ireland over the next few years. Like all other countries, Ireland has also to adapt to the new technology and the changes it will bring both in the content and methods of delivery of training in a wide variety of occupations.

The broad social and economic framework within which Irish social and economic planning will take place over the next few years was outlined in late 1984 by the Irish government when it published a national economic and social plan - called 'Building on Reality' - to cover the years 1985 - 87. In this plan public spending targets, employment targets and specific policy objectives were set and methods of attaining them outlined. One of the most significant features of the plan is that it expects unemployment in April 1987 to be similar to that in April 1984 and that employment creation between 1985 and 1987 will only absorb the increase in the labour force caused by more young people joining.

Special employment and training schemes for the unemployed contained in the plan are detailed on p , and the background to the plan and its assumptions about the growth prospects of the economy are outlined on p . In summary, the plan states; 'The economy is poised for recovery. Progress must be made in restoring balance to the public finances but notwithstanding the structural changes involved in this process, overall economic growth in terms of G.N.P. should average almost 2% per annum in 1984 and the next three years, in contrast to the average small net decline recorded over the previous four years.

The long decline in employment, which since 1980 has reduced the numbers at work by some 40,000 is now coming to an end. The increase in unemployment has already slowed to a fraction of the former rate. Unemployment should begin to level out next year (1985) and be in decline in the latter part of the period of the Plan'.

In the area of public finances and labour, the Plan states, 'In view of the serious unemployment problem facing the country, expenditure on the existing manpower and work experience programmes is being expanded with the success of the Enterprise Allowance Scheme in 1984, when it is estimated that over 5,000 people will take up the opportunity to establish their own business, the Government have decided to allocate sufficient funds to the scheme over the period of the Plan to meet demand. The serious problems faced by the long-term unemployed are recognised by the Government. In addition to the Social Employment scheme and the 'Alternance' Scheme, and in order to take account of the problems faced by the older, unemployed person, the Government will make provision for AnCO to increase substantially the number of people participating in training schemes for the over 25's.'

The Plan does state however that, 'All these measures have to be undertaken within the framework of a Plan that will reduce the current budget deficit and borrowing, sufficiently to halt by 1987, the rise in National Debt and interest payments as a share of national output and taxation'.

The high priority groups for the eighties (not listed in any particular order) will be

- young people
- long term and older unemployed
- those affected by new technology
- those employed in small firms
- those employed in firms developing export markets
- the disadvantaged

Shortly before publication of the Government's Plan the Council of AnCO submitted its Strategic plan to the Minister for Labour. Strategic planning is the process by which AnCO establishes its mission or objective, decides what services are to be offered, to what class of recipient and in what geographical areas, and produces the strategies, policies and inter-related plans for the programmes to achieve the organisation's basic purpose and objectives.

AnCO's Strategic Plan covering the years 1984 to 1989 proposes training strategies to meet specific needs as follows:

1. TRAINING FOR THOSE IN EMPLOYMENT

a) Training Within Industry

Continuing the work of the Training Advisory Service to encourage and assist effective employee development within companies.

b) Sponsored Training

Providing direct training assistance to companies, or groups of companies, where the size and nature of the employees'

training needs are such that the companies could not be expected to meet those needs themselves.

c) Management Training

AnCO intends putting together a programme of action based on responses to its 1984 discussion document titled 'Management Training and Development in Ireland'.

d) Youth Traineeship Initiative (YTI)

At this stage, the YTI is only a concept, but it basically would involve providing young people with little or no qualifications in employment with further training/education, possibly based on an alternance method.

2. BASIC TRAINING STRATEGY FOR YOUNG PERSONS

AnCO's basic training strategy for young persons has four main components:

a) Work Preparation

It is proposed that work preparation should be given to all young people before their entry into the labour market i.e. as an integral part of second level schooling.

b) Skills Foundation Programme

The Skills Foundation Programme, launched in October 1985, is AnCO's main contribution towards the social guarantee and is aimed at those young people who have not found jobs or other training opportunities. It would go beyond work preparation and would comprise an integrated programme of training, education and work experience.

c) Statutory Apprenticeship

A revision of the apprenticeship system based mainly on cost and equity considerations is proposed and is now being discussed with the social partners.

d) Youth Traineeship Initiative

The YTI is outlined above under training for those in employment.

3. TRAINING FOR OTHER UNEMPLOYED PERSONS

a) Specific Employable Skills

Because recent placement experience has indicated that the overall supply of persons with specific employable skills currently exceeds immediate demand, AnCO intends to reduce the output of people from specific employable skills programmes from the current level of approximately 17,000 a year to 12,000 a year over the next five years.

b) Enterprise Training

AnCO's overall strategy in this area will be to develop its programmes to encourage, identify and train would-be entrepreneurs.

c) Community-Based Training

AnCO intends to intensify its efforts in relation to community based training in general such as its LINC programme and it is expected that community requests for training interventions will increase in the future.

d) Training for Unemployed Experienced Workers

Because of demographic changes it will become increasingly important to adjust policy strategy away from just 15-24 years olds or first job seekers towards, for example, those in their late 20's or early 30's who have not been successful in obtaining employment or older workers who have already experienced protracted unemployment or are at risk of doing so.

AnCO's strategy for unemployed experienced workers will attack the problem on a number of fronts:

- more directed information and publicity
- positive discrimination in favour of older applicants for training
- specific targets for training 25 year olds and older on employable skills course
- new and adapted courses geared towards older trainees.

Education

In June 1985, the Minister for Education announced a package involving the creation of a six year post primary school cycle for all students, the provision of a transition year between the INtermediate and the Leaving Certificate in all schools and the raising of the entry age to post-primary schools to 12 years. The object of the new proposals is to offer schools the opportunity to provide a series of different options or models to the pupils depending on their aptitudes and needs. The six year post primary cycle will bring Ireland into line with the rest of Europe in terms of the age at which students commence higher education. The main points of the changes announced are:

- All schools will be allowed to provide a transition year after the junior cycle of secondary school and before starting the Leaving Certificate programme.
- Schools may opt not to provide the transition year at all or to provide it for some pupils rather than all.
- A two year Leaving Certificate cycle will be provided after the transition year - or after the junior cycle in the case of schools not opting for the transition year.
- Schools may opt to provide a repeat Leaving Certificate course.
- Students not going on to college could opt for a one year vocational preparation and training course after the Leaving Certificate.
- Students not proceeding to the Leaving Certificate may opt for a one year or a two year vocational preparation and training course after the junior cycle.

The new options will be available in September 1986 and will create 2,000 new teaching jobs.

At about the same time as details of the transition year were announced, the Minister for Labour announced that by the end of 1986 every person leaving school would be offered training or a place on a job experience programme. A White Paper on Manpower Policy is currently being prepared by the Department of Labour and it is expected to be finished early in 1986. It is expected to provide a framework for action over the rest of the 1980's and throughout the 1990's.

In conclusion, it must be noted that the role of the public sector in Ireland has been expanding significantly over the last ten years and the resulting very high levels of exchequer borrowing requirements have meant that state spending must now be curtailed. Irish governments have sought to protect the training area from such cutbacks due to its perceived high return on investment, the value of training as a support to industrial development and the need to provide training for a large young population and a high number of unemployed. One of the ways of safeguarding financial resources for training was by creating a situation whereby the training of young people is financed by a special levy. The imposition (and general acceptance) of this levy (introduced in 1982) demonstrates the continuing faith of the Irish Government and people in the usefulness of training for young people.

In 1984 about 69,000 young people were directly affected by Levy funded programmes and largely due to levy-funded programmes Ireland now has, despite the highest percentage of young people in the labour force of any European Community member state, the second lowest youth unemployment rate in the Community.

The second half of the 1980's is unlikely to witness similar levels of growth in state education and training provision as occured in the 1970's and early 1980's. Rather, efforts will be made to consolidate what has so far been achieved and ensure value for money. The Youth Employment Agency has a specific responsibility to review the effectiveness of youth employment, work experience and training programmes. This enables the Agency to improve the quality, content and targetting of the various programmes, thereby ensuring that levy funds are more effectively used. In addition, the White Paper on

Manpower Policy due for publication in early 1986 will be a major document directing manpower policy in the years ahead. The Minister for Labour has indicated that it will concentrate on three areas: to establish a framework within which school leavers would be automatically offered training or job experience; to create a more active policy for helping out-of-work young people and to improve the relationships between the various State agencies dealing with youth unemployment.

BIBLIOGRAPHY

AnCO - The Industrial Training Authority, Annual Report and Accounts (various years), AnCO, Baggot Court, Upper Baggot Street, Dublin 4.

CERT - Annual Report and Accounts (various years), CERT 1, Ailesbury Road, Dublin 4.

Youth Employment Agency, Annual Report and Accounts (various years), YEA 3 - 4 Upper Pembroke Street, Dublin 2.

ACOT - Annual Report and Accounts (various years) - ACOT, Frascati Road, Blackrock, Co Dublin.

A. Dale Tussing - Irish Educational Expenditure - Past, Present and Future, ESRI, Burlington Road, Dublin 4, 1978.

Central Statistics Office - Ireland: Labour Force Survey 1983 - Government Publications Sale Office, Molesworth Street, Dublin 2.

C Murphy - State Funding of Vocational Education and Training in Ireland; Report prepared for CEDEFOP, 1984.

Central Statistics Office - Population and Labour Force Projections 1986-1991, Government Publications Sale Office, Molesworth Street, Dublin 2.

Building on Reality 1984-1987, Government National Plan, 1984 Government Publications Sale Office, Molesworth Street, Dublin 2.

Dail (Parliament) Committee on Public Expenditure - Report on Proposal to establish a centralised State Agency for persons registering for employment or training, Government Publications Sale Office Molesworth Street, Dublin, 1984.

National Planning Board - Proposals for Plan, Government Publications Sale Office, Molesworth Street, Dublin 2, 1984.

Department of Labour - Economic Status of School Leavers 1983, Department of Labour, Mespil Road, Dublin 4, 1984.

R Breen - Education and the Labour Market: Work and Unemployment among recent cohorts of Irish school leavers, ESRI, Burlington Road, Dublin 4.

D. Conniffe and K A Kennedy - Employment and Unemployment Policy for Ireland, ESRI, Burlington Road, Dublin 4, 1984.

J. J. Sexton - Recent Trends in Youth Unemployment, ESRI Burlington Road, Dublin 4, 1983.

AnCO - Apprenticeship Statistics 1974-83, AnCO, Baggot Court, Baggot Street, Dublin 4, 1984.

Department of Education - Statistical Report 1982-83, Government Publications Sale Office, Molesworth Street, Dublin 2, 1985.

Department of Education - Programme for Action in Education 1984-1987 Government Publications Sale Office, Molesworth Street, Dublin 2. 1984

J. Duddy and R. Keane - Student Yearbook and Career Directory 1986, 37 Millview Court, Malahide, Co. Dublin 1985.

ACOT Expert Group on Agricultural Education and Training - Agricultural Education and Training Report, ACOT, Frascati Road, Blackrock, Co. Dublin. 1981.

ADDRESSES OF SOME MAJOR INSTITUTIONS AND ORGANISATIONS

AnCO - The Industrial Training Authority
27 - 33 Upper Baggot Street, Dublin 4. Tel: 685777

CERT - Council for Education, Recruitment and Training for the Hotel, Catering and Tourism Industry
1, Ailesbury Road, Dublin 4. Tel: 693522

ACOT - Council for Development in Agriculture
Frascati Road, Blackrock, Co. Dublin. Tel: 885361

Irish Management Institute
Sandyford Road, Dublin 14. Tel: 983911

Youth Employment Agency
3-4 Upper Pembroke Street, Dublin 2. Tel: 789844

Irish Congress of Trade Unions
19 Raglan Road, Dublin 4. Tel: 680641

National Council for Educational Awards
26 Mountjoy Square, Dublin 1. Tel: 741526

Department of Education
Marlborough Street, Dublin 1. Tel: 717101

Department of Labour
Davitt House, Mespil Road,
Dublin 4. Tel: 765861

CEDEFOP — European Centre for the Development of Vocational Training

Vocational training in Ireland

Roy Dooney
Dr Paul Dunne

Luxembourg: Office for Official Publications of the European Communities

1987 — 144 pp. — 21.0 × 29.7 cm

EN

ISBN 92-825-6937-3

Catalogue number: HX-46-86-880-EN-C

Price (excluding VAT) in Luxembourg
ECU 5 BFR 200 IRL 3.60 UKL 3.50 USD 5

Venta y suscripciones · Salg og abonnement · Verkauf und Abonnement · Πωλήσεις και συνδρομές
Sales and subscriptions · Vente et abonnements · Vendita e abbonamenti
Verkoop en abonnementen · Venda e assinaturas

BELGIQUE / BELGIË

Moniteur belge / Belgisch Staatsblad
Rue de Louvain 40-42 / Leuvensestraat 40-42
1000 Bruxelles / 1000 Brussel
Tél. 512 00 26
CCP / Postrekening 000-2005502-27

Sous-dépôts / Agentschappen:

Librairie européenne / Europese Boekhandel
Rue de la Loi 244 / Wetstraat 244
1040 Bruxelles / 1040 Brussel

CREDOC
Rue de la Montagne 34 / Bergstraat 34
Bte 11 / Bus 11
1000 Bruxelles / 1000 Brussel

DANMARK

Schultz EF-publikationer
Montergade 19
1116 København K
Tlf: (01) 14 11 95
Telecopier: (01) 32 75 11

BR DEUTSCHLAND

Bundesanzeiger Verlag
Breite Straße
Postfach 10 80 06
5000 Köln 1
Tel. (02 21) 20 29-0
Fernschreiber: ANZEIGER BONN 8 882 595
Telecopierer: 20 29 278

GREECE

G.C. Eleftheroudakis SA
International Bookstore
4 Nikis Street
105 63 Athens
Tel. 322 22 55
Telex 219410 ELEF

Sub-agent for Northern Greece:

Molho's Bookstore
The Business Bookshop
10 Tsimiski Street
Thessaloniki
Tel. 275 271
Telex 412885 LIMO

ESPAÑA

Boletín Oficial del Estado
Trafalgar 27
28010 Madrid
Tel. (91) 446 60 00

Mundi-Prensa Libros, S.A.
Castelló 37
28001 Madrid
Tel. (91) 431 33 99 (Libros)
431 32 22 (Suscripciones)
435 36 37 (Dirección)
Télex 49370-MPLI-E

FRANCE

Journal officiel
Service des publications des Communautés européennes
26, rue Desaix
75727 Paris Cedex 15
Tél. (1) 45 78 61 39

IRELAND

Government Publications Sales Office
Sun Alliance House
Molesworth Street
Dublin 2
Tel. 71 03 09

or by post

Government Stationery Office
Publications Section
6th floor
Bishop Street
Dublin 8
Tel. 78 16 66

ITALIA

Licosa Spa
Via Lamarmora, 45
Casella postale 552
50 121 Firenze
Tel. 57 97 51
Telex 570466 LICOSA I
CCP 343 509

Subagenti:

Libreria scientifica Lucio de Biasio - AEIOU
Via Meravigli, 16
20 123 Milano
Tel. 80 76 79

Libreria Tassi
Via A. Farnese, 28
00 192 Roma
Tel. 31 05 90

Libreria giuridica
Via 12 Ottobre, 172/R
16 121 Genova
Tel. 59 56 93

GRAND-DUCHÉ DE LUXEMBOURG
et autres pays / and other countries

Office des publications officielles des Communautés européennes
2, rue Mercier
L-2985 Luxembourg
Tél. 49 92 81
Télex PUBOF LU 1324 b
CCP 19190-81
CC bancaire BIL 8-109/6003/200

Abonnements / Subscriptions

Messageries Paul Kraus
11, rue Christophe Plantin
L-2339 Luxembourg
Tél. 49 98 888
Télex 2515
CCP 49242-63

NEDERLAND

Staatsdrukkerij- en uitgeverijbedrijf
Christoffel Plantijnstraat
Postbus 20014
2500 EA 's-Gravenhage
Tel. (070) 78 98 80 (bestellingen)

PORTUGAL

Imprensa Nacional
Casa da Moeda, E. P.
Rua D. Francisco Manuel de Melo, 5
1092 Lisboa Codex
Tel. 69 34 14
Telex 15328 INCM

Distribuidora Livros Bertrand Lda.
Grupo Bertrand, SARL
Rua das Terras dos Vales, 4-A
Apart. 37
2700 Amadora CODEX
Tel. 493 90 50 - 494 87 88
Telex 15798 BERDIS

UNITED KINGDOM

HM Stationery Office
HMSO Publications Centre
51 Nine Elms Lane
London SW8 5DR
Tel. (01) 211 56 56

Sub-agent:

Alan Armstrong & Associates Ltd
72 Park Road
London NW1 4SH
Tel. (01) 723 39 02
Telex 297635 AAALTD G

UNITED STATES OF AMERICA

European Community Information Service
2100 M Street, NW
Suite 707
Washington, DC 20037
Tel. (202) 862 9500

CANADA

Renouf Publishing Co., Ltd
61 Sparks Street
Ottawa
Ontario K1P 5R1
Tel. Toll Free 1 (800) 267 4164
Ottawa Region (613) 238 8985-6
Telex 053-4936

JAPAN

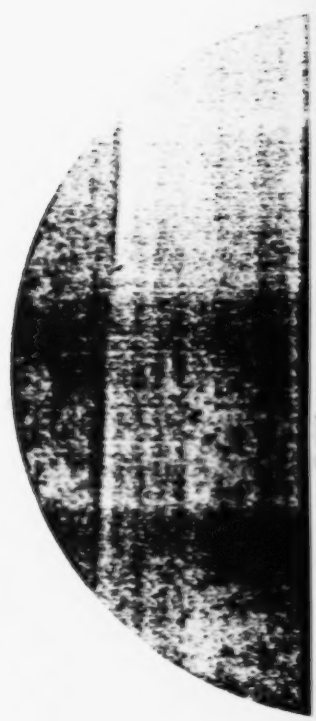
Kinokuniya Company Ltd
17-7 Shinjuku 3-Chome
Shinjuku-ku
Tokyo 160-91
Tel. (03) 354 0131

Journal Department
PO Box 55 Chitose
Tokyo 156
Tel. (03) 439 0124

10/88

CEDEFOP

European Centre for the Development of Vocational Training,
Bundesallee 22, **D-1000 Berlin 15,**
Tel. (030) 88 41 20; Telex 184 163 eucen d; Telefax (030) 88 41 22 22



Price (excluding VAT) in Luxembourg

ECU 5	BFR 200	IRL 3.60	UKL 3.50	USD 5

OFFICE FOR OFFICIAL PUBLICATIONS
OF THE EUROPEAN COMMUNITIES

L-2985 Luxembourg

ISBN 92-825-6937-3